



# IMAGINE

**EMBRACING BRAVE CHANGE WITH GOD'S HELP**

Cathedral Church of St. Paul, Boston



# 2018 Diocesan Budget

proposed to the  
232nd Annual Convention of the Episcopal Diocese of Massachusetts  
Cathedral Church of St. Paul, Boston





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### Budget Committee

*(Term ends in November of the year listed)*

Lisa Garcia (2017), Treasurer

Matthew Cadwell (2017)

Ellen Sheehy (2017)

Barbara Williamson (2017)

Virginia Rogers (2018)

Ted Ts'o (2018), Chair

Adam Linton (2019)

Betsy Ridge Madsen (2019)

Lynn Smith (2019)

Charles Jordan, Controller

William Parnell, Canon to the Ordinary

Laura Simons, Assistant Secretary

Gerry Sullivan, Chief Business Officer and Assistant Treasurer





## Episcopal Diocese of Massachusetts

138 Tremont Street Boston, Massachusetts 02111 • 617-482-5800 • [www.diomass.org](http://www.diomass.org)

Dear Friends in Christ,

This booklet presents the proposed budget for the Episcopal Diocese of Massachusetts for the calendar year 2018. Our goal is to provide you clarity and transparency with regard to the annual operations, strategic initiatives and financial health of our diocese. Along with detailed charts showing the numbers, we have included a narrative which explains the budget process and individual line item descriptions.

At last year's Annual Convention, after an intensive listening process, we adopted a new mission strategy which will guide our common life in the coming years. The mission strategy provides guidance for the use of all our financial resources and helps to set our strategic priorities. This year the Diocesan Council has proposed a new tiered formula for assessments through which nearly every congregation will see a lower percentage contribution when compared to the previous formula, leaving more resources to be used locally for the Church's mission. These two developments have demanded that we address our mission aspirations with fewer resources at the diocesan level. With the guidance of Bishop Gates, a new structure for diocesan staff and program will be implemented in the coming year to align with our newly articulated mission priorities. A more robust process for evaluating existing strategic ministries and identifying new ones has begun to take shape and will continue to be developed in the coming year. And while this year has given us the challenge of turning those realities into a balanced budget, we are persuaded that this is an opportunity to respond to God's abundant gifts with our good stewardship.

The process of putting together a budget of this size and complexity is rewarding, humbling and imperfect. It is a point-in-time picture of how we seek to carry out God's mission in ever-changing circumstances. We want to thank Canon to the Ordinary Bill Parnell, Chief Business Officer Gerry Sullivan, Controller Charlie Jordan, Assistant Secretary Laura Simons, the members of the Budget Committee and the Diocesan Council for their dedication and guidance in crafting this budget. We have been inspired by the creative ministries we undertake together as people of God in eastern Massachusetts and beyond. We are grateful to Bishop Gates and Bishop Harris for their clarity about our mission priorities and their support throughout this process.

Our prayer is that each of us will be keenly aware of God's abundance as it has been entrusted to us, and ready to employ those gifts in the name of Christ as his disciples.

Faithfully yours,

Lisa Garcia  
Treasurer

Ted Ts'o  
Chair, Budget Committee

## **BUDGET OVERVIEW**

### **Process**

The Budget Committee, established by Diocesan Council to help prepare the annual budget, met monthly, held three hearings in May to hear from representatives of strategic ministries and held one open budget hearing in June. In late February, Council directed the Assessment Formula Review Committee to develop a formula that would reduce the aggregate assessment income by 10%. The Assessment Formula Review Committee worked throughout late winter and the spring to devise a new formula, which Council approved in April.

The new formula reduces assessment income by approximately \$500,000 from the amount that would have been received under the previous formula when comparing the two formulas using 2017 assessment figures based on 2014 parochial report expense figures. The 2018 assessment figures are based on 2015 parochial reports, in which congregational expenses across our diocese were approximately \$200,000 higher than in the prior year, resulting in a budgeted reduction in assessment income of approximately \$320,000 when comparing 2017 to 2018 figures.

The Diocesan Council directed that 25% of assessment income be earmarked for strategic ministries, an amount that is roughly equivalent to the funds budgeted for those ministries in 2017. Two other sources of funding for strategic ministries were extinguished in 2017, one from the proceeds of the sale of a closed church and one from Together Now campaign funds.

In addition to the diocesanwide reduction in assessments, the bishops' funding priorities and input from staff and ministry area leaders also informed the preparation of this budget, as did the participation of the Diocesan Council Strategic Ministry Evaluation Task Force and the Mission Strategy Implementation Organizing Team in the strategic ministry hearings. The Budget Committee is appreciative of the Strategic Ministry Evaluation Task Force's work in developing a more expansive application and review process.

### **Changes in nomenclature and presentation**

The distinction between core and supplemental budgets was introduced with the 2009 budget and was presented both in terms of funding sources and of the nature of the programs funded. Here is the excerpt from the 2009 budget book (page 8):

*This year's presentation...separates the overall consolidated budget into several distinct pieces: a core operating budget, funded through assessments and investment income, and several supplements funded through alternative sources, including gifts, grants, reserves and contributions from the bishop's discretionary funds.*

*By separating the overall diocesan budget into core and supplemental pieces, we can identify those programs and activities that are either temporary, experimental or otherwise dependent on funding sources other than assessments and investment income.*

This way of presenting the budget resulted in a rather complex chart for communicating the sources of funding for various programs. Effective with the 2018 budget, what has been referred to as the Core Budget is now called the Operational Budget. What has been referred to as the



Supplemental Budget is now called the Strategic Budget. Each of these parts of the budget contains specific areas:

Operational Budget Areas

Support of the Wider Church  
 Support for Congregations  
 Episcopate and Convention  
 Facilities and Administration

Strategic Budget Areas

Congregational Grants and Direct Support  
 Support for Clergy  
 Strategic Ministries

Along with the change in nomenclature, a clearer and simpler method of presenting sources of funding has been incorporated into this year's budget.

**The assessment formula: Our common share**

At its April 2017 meeting, Diocesan Council approved the following tiered 2018 assessment formula which results in a 10% aggregate decrease in the assessment revenue (approximately \$500,000 less than under the previous formula):

Where BASE for 2018, according to the tiered system below, is equal to line 14 ("all other operating expenses") from the 2015 parochial report, less line 7 ("assistance from diocese"), the following rates shall be applied (for a mission, the 2018 assessment is two-thirds the amount that would be assessed if it were a parish):

Step 1: \$00 to	\$50,000	0.15%
Step 2: \$50,001 to	\$500,000	14.50%
Step 3: \$500,001 to	\$99,000,000	15.50%

The Assessment Formula Review Committee was guided by two principles in crafting the new formula. The first is the belief that every congregation should contribute something, which is why even the smallest congregations will be paying an assessment (though at the very minimal rate of 0.15%, or \$75, on the first \$50,000 of expenses for parishes, and two-thirds that amount for missions). The second guiding principle is seen in the decision to adopt a tiered formula rather than a single rate: *"From everyone to whom much has been given, much will be required..." (Luke 12:48)*

This assessment formula together with the parochial report data for 2015 generates a gross assessment for 2018 of \$4,785,255. Again this year Diocesan Council created an Assessment Coordinating Committee, whose adjustments to the assessments of seven congregations totaled \$39,896. See the charts on pages 16-21 for details of assessments, including adjustments.

The total value of assessments in 2018 is \$4,745,359, and our reserve for uncollected assessments is \$20,000. In addition to the assessments, revenue also reflects \$45,000 in projected voluntary contributions from two congregations not subject to the assessment.

**The impact of assessment reduction**

In order to balance the budget, expenses will be reduced to match the reduction in income. The needed savings will be achieved by a reorganization of diocesan staff and programming. It seems wise to effect these changes in a single overhaul, not stretch it out over multiple years with ever-changing staff configurations and job descriptions or the reassignment of program responsibilities from year to year.

Some of the reduction in diocesan staff will be achieved by virtue of normal attrition—staff members retiring or leaving to seek other job opportunities elsewhere. Most of the reduction will be a matter of reorganizing diocesan structure to more clearly reflect the new mission strategy. Such reorganization, under the direction of the bishop diocesan, requires consultation and careful planning. It will mean staff reductions, retraining or hiring where new skill sets are needed; reconfiguration of job descriptions and organizational structures; and changes in programming.

These changes will unfold in the coming months. In order to facilitate these changes in staffing, the Diocesan Council approved a one-time extraordinary draw from investments of up to \$150,000 to cover severance and outplacement services.

### **A new vision for diocesan staff and program**

The mission strategy adopted last year invites us to “embrace brave change” by reimagining our congregations, building our relationships and engaging our world. Several elements of the mission strategy have inspired Bishop Gates, in consultation with Bishop Harris and other diocesan leaders, to envision a new structure for diocesan staff and program which will respond to the opportunities of our mission strategy as well as the challenges of a smaller diocesan budget. Here are three key elements of the staff reorganization:

#### **Regional Canons**

Our mission strategy calls us to create “opportunities for diocesan staff members to be present in congregations and ministries around our diocese and to gather with lay leaders and clergy in order to share and learn best practices, develop closer partnerships and know all of our communities.” Three regional canons will be named to provide support in a geographic area of our diocese, each one covering four deaneries. The regional canons will assume responsibility for transition ministry, congregational leadership development and pastoral care of clergy, and they will be able to walk more closely with the congregations in their respective regions.

#### **Canon for Immigration Ministries**

Our mission strategy expresses our desire to invest “in ministries with communities of color and immigrant communities, drawing upon their unique strengths and supporting their health.” A canon will be named to support the development of ministries in those congregations, working in collaboration with the regional canons, and to facilitate our response to wider immigration concerns.

#### **Director of Networking and Training**

Our mission strategy envisions “connecting and equipping networks of lay people, clergy and diocesan staff members who share a passion for particular forms of service and public advocacy.” A director of networking and training will be named to support these networks as they emerge and to support them as they take leadership in providing resources to our congregations.

### **Income from investments and fees**

Operating budget revenue amounting to 27.2% comes in the form of spending policy draws from investments, either owned directly by the diocese (including our endowment funds), or owned by others (usually the Trustees of Donations) in trust for the benefit of the diocese. Some funds, whether owned by the diocese or by a trust, are not subject to restriction regarding the use of the income provided through the spending policy draws and are referred to as unrestricted. The unrestricted funds represent about 25% of the available spending policy income. The remaining funds have some restriction on the use of the spending policy income, but in most cases the restriction is consistent with the regularly anticipated expenses of the diocese. There are a few funds, however, where the restrictions call for close monitoring and measurement.

### Spending Policy – Agency Endowments

The appendix on page 56 lists the endowments owned by the diocese and managed primarily by the Trustees of Donations (TOD). These include some funds that are unrestricted and others that have a restriction on their use as stipulated by a third party donor at the time the fund was created or stipulated by Diocesan Council. Pages 51-55 offer more historical detail about these funds.

The proposed spending policy for 2018 is the same formula used by the TOD: to draw 4% of a base that reflects the average of the market value over the past 12 trailing quarter average, calculated as of June 30, 2017.

The total spending policy income available to the 2018 Operational Budget is \$1,061,804, which is \$27,995 more than in 2017. The increase reflects net additions to the endowment over the past 12 quarters as well as market appreciation.

### Spending Policy – Trust Endowments

The appendix table on page 58 lists the trusts owned and managed by the TOD for the benefit of the diocese. In 2018 the TOD will distribute 4% of a base amount defined as the average of the market value of each fund measured at the end of each calendar quarter from September 2014 through June 2017.

There are a few funds with restrictions that require the TOD to deviate from the general spending policy formula. In some cases, the distribution is limited to dividend income produced by the fund, or, in other cases, all income must be reinvested for the time being. The table of projected trust income for these funds is an estimate of the income that will be available in 2018.

The total spending policy income available in 2018 (\$858,947) is a small decrease from 2017 (\$867,489), due to market changes.

### Spending Policy and Operating Revenue

For several years, our financial advisory bodies have recommended, and the Diocesan Council has affirmed its support for, a 4% spending draw from diocesan endowment funds to support the Operational Budget. The value of each fund for the purpose of calculating the draw is based on a trailing 12-quarter average of end-of-month market value, adjusted for additions and withdrawals. This policy will continue in 2018.

At the same time, Diocesan Council has unrestricted access to several funds in the endowment; both principal and income can be spent as long as Council approves. Such draws above and beyond the normal 4% draw are treated as strategic, not operational, revenue, thus flagging them as special actions in response to extraordinary circumstances.

It is possible that some future strategic draw on the endowment could be needed if actual diocesan operations run at a significant deficit. Ideally, setting sufficient levels of reserves for adverse outcomes and maintaining strong financial controls throughout the year will prevent or minimize this type of supplemental draw. To that end, Council formally established and seeded three reserves (see page 52): one for future episcopal elections (cost center 4023), one for major equipment purchases (cost center 5142) and one for capital improvements (cost center 5141). These are in addition to the longtime reserve for General Convention expenses (cost center 4411). The 2018 operating budget provides continued funding for each of these four reserves.

### Other Dividend and Interest Income

The estimate for 2018 dividend income is \$74,000. Of this, \$42,400 is from a gift of stock received more than 40 years ago, with the request that it not be sold. The other sources of income recorded here are three charitable remainder trusts not held by the Trustees of Donations and dividend income on diocesan money market and bond mutual funds. The interest income, estimated at \$8,000, is primarily from clergy loans.

The diocesan portfolio also includes loans to congregations (separate from those made through the Stokes Fund loan program).

### Fee Income

An estimated \$231,708 in fee income is derived primarily from contributions from participants in diocesan events and programs.

### Strategic Budget Income

The Strategic Budget table on pages 12-13 shows seven sources of revenue, in addition to assessment revenue and investment draws:

1. *Grants from Bishop's Directed Funds (BDF's, formerly known as Bishop's Discretionary Funds), restricted and unrestricted:* These are trust funds held by the Trustees of Donations where the bishop diocesan and the diocese are named as income beneficiaries; some are restricted in use and some are not. Of the many funds owned by the Trustees of Donations, 34 funds (listed on page 59) with a market value of approximately \$19.4 million (as of June 30, 2017) are for the benefit of our diocese as determined by the bishop diocesan, and the Trustees of Donations provide him with an annual spending policy from these trusts. The generosity of past donors and the bishop diocesan makes it possible to fund new ventures in mission and strategic ministries through the Strategic Budget.

In 2018, Bishop Gates will continue the practice of using the bulk of the BDF income to support pilot programs and new initiatives and to supplement the financing of strategic ministries. The 2018 draw from these funds is set at \$685,000.

2. *The Annual Fund:* The 2018 Annual Fund goal is set at \$275,000 to cover various strategic ministries. With \$30,000 needed to cover the direct costs of the Annual Fund, \$245,000 is likely to be available for Annual Fund grants in 2018. If the Annual Fund receives more than \$275,000, then the grants from the BDF's will be reduced.

3. *Contributions:* Fundraising by the Chinese Ministry, Life Together and Jubilee Global Ministries. In 2018, these contributions are budgeted at \$139,436.

4. *Grants:* These total \$107,000 in 2018. The largest grant recorded here is \$70,000, a continuation of the grant from Episcopal City Mission to the Life Together program. Projected grants from external foundations total \$37,000.

5. *Proceeds from closed parishes:* The Closed Parish Net Proceeds Fund shows no revenue because the monies generated by the closing and sale of the Church of the Holy Spirit and its rectory in Wayland are frozen while decisions are made about the removal and relocation of cremated remains from the churchyard. Once this process is completed, a final accounting will

be made available and use of the funds will be determined by the Diocesan Council according to its policy for such funds. See pages 44-46 for more information.

6. *In-kind*: This line reflects Life Together's use of the diocesan property at 40 Prescott Street, Brookline for offices and fellow housing, as well as the rectory of the former St. Luke's and St. Margaret's Church in Allston, valued at \$65,000 (see pages 32-33).

7. *Fee Revenue*: Received for Life Together site placements, consulting and rental fees, and for diocesan youth ministry programs.

### **The structure for reporting diocesan staffing, programs and operations**

In recent years these have been reported in terms of five functional areas: Deaneries, Congregations and Clergy; Congregational Resources and Training; Strategic Ministries; Episcopal and Diocesan Support; and Administrative Services. As previously noted, the 2018 budget is presented so that strategic ministries are presented as the Strategic Budget with clearly reported sources of funding and expenses. The remaining areas are reported as part of the Operational Budget, and are now in three functional categories: Support for Congregations; Episcopate and Convention; and Facilities and Administration.

Major changes in diocesan staffing, programs and operations in response to the mission strategy adopted at the annual Diocesan Convention in 2016 and the new assessment formula place limits on the level of detail that can be provided at this time. For the purpose of presenting the proposed budget to Diocesan Council and Convention in a timely manner, compensation and benefits are reported as a maximum aggregate number across the three functional areas in the Operational Budget. Expenses for each of these functional areas are an estimate based on budgeted expenses in 2017, but these figures will be refined as the new staffing structure and program priorities emerge.

The treasurer of our diocese will ensure that financial records and reporting are reflective of the resources applied to each component of these functional areas and will communicate these with a similar level of clarity and transparency.

**Episcopal Diocese of Massachusetts  
Strategic Budget by Funding Source (with Operational Budget funded by BDF and Annual Fund)  
2018 Budget, 2017 Budget and 2016 Actual**

	2018 Budget					2018 Budget					2017 Budget										
	Assessments	Agency Draw	Trust Draw	BDF Grants	Annual Fund Revenue	Contributions	Grants	In Kind	Fee Revenue	TOTAL	Assessments	Agency Draw	Trust Draw	BDF Grants	Annual Fund Revenue	Contributions	Grants	In Kind	Fee Revenue	TOTAL	
<b>Congregational Grants</b>																					
2011 Cong Dev Open Grants	43,588	-	-	-	66,412	-	-	-	-	-	-	-	-	-	-	-	-	-	-	110,000	150,000
2012 Cong Dev Targeted Grants	60,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	60,000	60,000
2013 Bristol County Case Fund Grants	-	136,477	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	136,477	135,162
2014 Congregational Program Grants	-	36,694	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	36,694	36,574
2015 Deaf Ministry Grants	-	8,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8,000	8,000
2021 Sending Serving Grants	48,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	48,000	48,000
2022 House of Mercy Grants	-	32,017	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	32,017	31,703
2031 Hispanic Ministries	25,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	25,000	25,000
3431 African Ministries	20,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	20,000	20,000
<b>Total Congregational Grants</b>	<b>196,588</b>	<b>213,188</b>	-	-	<b>66,412</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	<b>476,188</b>	<b>519,439</b>
<b>Support for Clergy</b>																					
1101 Making Excellent Disciples	-	-	-	-	20,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	20,000	20,000
1211 Sabbaticals	-	9,145	-	-	17,500	-	-	-	-	-	-	-	-	-	-	-	-	-	-	26,645	26,555
1221 Scholarships for Clergy Dependents	-	-	-	-	33,337	-	-	-	-	-	-	-	-	-	-	-	-	-	-	33,337	33,337
1231 Support for Retired Clergy	11,500	-	-	-	5,500	-	-	-	-	-	-	-	-	-	-	-	-	-	-	17,000	37,000
<b>Total Support for Clergy</b>	<b>11,500</b>	<b>9,145</b>	-	-	<b>76,337</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	<b>96,982</b>	<b>116,892</b>
<b>Strategic Ministries</b>																					
2014 Congregational Program Grants	-	-	-	-	40,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	40,000	35,000
2014 Congregational Program Grants - MEZ	-	-	-	-	40,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	40,000	-
1001 Deaneries	4,800	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4,800	4,800
1002 Deans	18,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	18,000	48,000
1003 Deanery Confirmations	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12,000
1421 Clergy Conference	55,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	60,000	115,000	103,000
1431 Clergy Day	1,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2,000	3,000	3,000
2112 Spring Learning Event	3,500	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,500	5,000	5,000
2113 Resource Day	7,500	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4,000	11,500	10,500
3000 Strategic Ministries	260,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	260,000	-
3011 Youth Ministry	93,260	52,552	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	30,000	175,812	242,862
3012 Youth Leadership Academy	13,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	40,000	53,000	53,000
3056 Life Together	64,628	10,372	-	-	25,000	-	-	-	-	-	-	-	-	-	-	-	-	-	252,000	700,000	709,000
3111 MIT Ministry	115,582	13,163	-	-	3,482	-	-	-	-	-	-	-	-	-	-	-	-	-	-	132,227	127,864
3121 Boston University	66,837	13,163	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	80,000	56,278
3136 BC/NU Combined	115,133	13,164	-	-	500	-	-	-	-	-	-	-	-	-	-	-	-	-	-	128,797	129,058
3171 Tufts University Ministry	-	14,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14,000	14,000
3221 Brockton, Grace Chapel	-	-	-	-	145,553	-	-	-	-	-	-	-	-	-	-	-	-	-	-	145,553	114,006
3231 Chelsea, St. Luke's/San Lucas	-	6,717	59,283	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	66,000	66,000
3241 Hyde Park, Christ Church	-	6,717	37,283	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	44,000	44,000
3251 South End, St. Stephen's	89,010	27,475	27,418	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	143,903	138,898
3311 Boston, Chinese Ministries	6,570	25,830	-	-	-	-	-	-	-	27,500	17,000	-	-	-	-	-	-	-	-	76,900	153,328
3331 Dorchester, St. Mary's	-	-	3,996	-	36,004	-	-	-	-	-	-	-	-	-	-	-	-	-	-	40,000	50,000
3341 Salem, San Pedro	-	19,274	2,226	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	21,500	65,000
3351 Lawrence, Grace Church	-	27,475	32,525	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	60,000	60,000
3361 Watertown, Good Shepherd	-	-	-	-	15,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15,000	30,000
3371 S. Dartmouth, St. Peter's The Bridge	-	-	-	-	45,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	45,000	45,000
3411 Urban Resident	1,145	34,802	39,053	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	75,000	86,719
3511 Sustainable Development Grants	31,421	-	1,655	-	-	-	-	-	-	18,936	-	-	-	-	-	-	-	-	-	52,012	124,359
3531 Middle East Network Committee	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,000
3541 B-SAFE	-	-	-	-	95,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	225,000	250,000
3545 B-PEACE	-	-	-	-	40,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	40,000	50,000



## **BUDGET RESOLUTION**

MOVED, that the 232nd Annual Convention of the Episcopal Diocese of Massachusetts approve the budget of revenue and expenses for 2018 as summarized on page 15, including the individual parish and mission assessments and approved adjustments for 2018 listed on pages 16-21.



**Episcopal Diocese of Massachusetts**  
**Summary of Combined Operational & Strategic Budgets**  
**2018 Budget, 2017 Budget and 2016 Actual**

	2018 Budget			2017 Budget			2016 Actual		
	Combined	Operational	Strategic	Combined	Operational	Strategic	Combined	Operational	Strategic
<b>Revenue</b>									
Assessments before adjustments	4,785,255	3,578,307	1,206,948	5,139,654	3,737,172	1,402,482			4,972,330
Less adjustments	(39,896)	(29,922)	(9,974)	(75,000)	(56,250)	(18,750)			(81,830)
Assessments after adjustments	<b>4,745,359</b>	<b>3,548,385</b>	<b>1,196,974</b>	<b>5,064,654</b>	<b>3,680,922</b>	<b>1,383,732</b>			<b>4,890,500</b>
Less reserve for Uncollected Assessments	(20,000)	(15,000)	(5,000)	(20,000)	(15,000)	(5,000)			32,812
Agency Fund draws (4% draw rate)	1,061,804	571,027	490,777	1,033,809	466,218	567,591			1,021,972
Trust Fund draws (4% draw rate)	858,947	655,508	203,439	867,489	666,585	200,904			818,466
Congregational contributions	45,000	45,000	-	58,000	58,000	-			45,750
Interest income	8,000	8,000	-	8,000	8,000	-			13,913
Dividend income	74,000	74,000	-	78,000	78,000	-			73,747
Fee income - operations	231,708	231,708	-	385,698	385,698	-			449,706
<b>Total Revenue from Operations</b>	<b>7,004,818</b>	<b>5,118,628</b>	<b>1,886,190</b>	<b>7,475,650</b>	<b>5,328,423</b>	<b>2,147,227</b>			<b>7,346,866</b>
BDF Grants	685,000	22,712	662,288	694,445	289,069	405,376			648,278
Annual Fund	275,000	30,000	245,000	328,781	30,000	298,781			243,741
Contributions	139,436	-	139,436	146,784	-	146,784			174,190
Grants	107,000	-	107,000	106,333	-	106,333			70,000
Proceeds from Closed Parishes	-	-	-	114,006	-	114,006			102,777
In-Kind Revenue	65,000	-	65,000	65,000	-	65,000			70,000
Fee income - strategic	389,500	-	389,500	307,000	-	307,000			260,382
Endow. Withdrawal for Severance Expenses (SS)	150,000	150,000	-	-	-	-			-
<b>Total Revenue - Other Sources</b>	<b>1,810,936</b>	<b>202,712</b>	<b>1,608,224</b>	<b>1,762,349</b>	<b>319,069</b>	<b>1,443,280</b>			<b>1,569,368</b>
<b>Total Revenue - Operations &amp; Strategic</b>	<b>8,815,754</b>	<b>5,321,340</b>	<b>3,494,414</b>	<b>9,237,999</b>	<b>5,647,492</b>	<b>3,590,507</b>			<b>8,916,234</b>
<b>Expenses</b>									
<b>Support of Wider Church</b>									
The Episcopal Church Contribution	860,101	860,101	-	860,101	860,101	-			938,292
Council of Churches	50,000	50,000	-	50,000	50,000	-			50,000
Province I Contribution	16,179	16,179	-	16,179	16,179	-			16,179
<b>Subtotal - Support of Wider Church</b>	<b>926,280</b>	<b>926,280</b>	<b>-</b>	<b>926,280</b>	<b>926,280</b>	<b>-</b>			<b>1,004,471</b>
Congregational Grants and Direct Support	476,188	-	476,188	519,439	-	519,439			473,919
Support for Clergy	96,982	-	96,982	116,892	-	116,892			94,300
Extraordinary Severance Expenses (EST)	150,000	150,000	-	-	-	-			-
Support for Congregations	1,110,556	1,110,556	-	1,423,870	1,423,870	-			1,964,899
Strategic Ministries	2,921,244	-	2,921,244	2,954,176	-	2,954,176			2,459,583
Episcopate and Convention	1,584,817	1,584,817	-	1,596,487	1,596,487	-			1,447,494
Facilities and Administration	1,549,687	1,549,687	-	1,700,855	1,700,855	-			1,488,343
<b>Total Expenses</b>	<b>8,815,754</b>	<b>5,321,340</b>	<b>3,494,414</b>	<b>9,237,999</b>	<b>5,647,492</b>	<b>3,590,507</b>			<b>8,933,009</b>
<b>Net surplus (deficit)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>			<b>(16,775)</b>

## 2018 ASSESSMENTS BY DEANERY

CODE diocesan church code  
M "M" if a mission (2/3rds assessment)  
BASE line 14 less line 7 from the 2015 Parochial Report

### FORMULA ASSESSMENT

For 2018:
Step One: \$ 0 to \$50,000 0.15%
Step Two: \$ 50,001 to \$500,000 14.50%
Step Three \$500,001 to \$99,000,000 15.50%

**For 2017:** 15.5% \* BASE, LESS \$6,000

ADJUSTMENT initially 0; determined by committee and council  
ASSESSMENT formula less adjustment  
EFFECTIVE RATE the proposed assessment divided by the BASE, expressed as a percent  
PRIOR YEAR ASSESSMENT after any adjustment  
DIFFERENCE between 2018 proposed and 2017 prior year assessments  
PRIOR YEAR ADJUSTMENT amount of any adjustment received prior year

### ALEWIFE

CODE M	CHURCH	BASE	FORMULA ASSESSMENT	ADJUSTMENT	2018 ASSESSMENT (for VOTE)	EFFECTIVE RATE	PRIOR YEAR ASSESSMENT	DIFFERENCE	PRIOR YEAR ADJUSTMENT
2010	Arlington, Church of Our Saviour	135,015	12,402	0	12,402	9.2	15,099	-2,697	2,172
2015	Arlington, St. John's Church	122,674	10,613	0	10,613	8.7	22,917	-12,304	3,241
2025	Bedford, St. Paul's Church	199,538	21,758	0	21,758	10.9	23,242	-1,484	0
2030	Belmont, All Saints' Church	238,770	27,447	0	27,447	11.5	28,221	-774	0
2045	Burlington, St. Mark's Church	91,664	6,116	0	6,116	6.7	7,902	-1,786	0
2050	Cambridge, Christ Church	853,479	120,114	0	120,114	14.1	111,179	8,935	0
2055	Cambridge, St. Bartholomew's Church	165,096	16,764	0	16,764	10.2	22,311	-5,547	0
2060	Cambridge, St. James's Church	325,028	39,954	0	39,954	12.3	54,443	-14,489	0
2065	Cambridge, St. Peter's Church	261,099	30,684	0	30,684	11.8	33,214	-2,530	0
2085	Lexington, Church of Our Redeemer	356,804	44,562	0	44,562	12.5	55,406	-10,844	4,392
2135	Somerville, St. James's Church	87,467	5,508	0	5,508	6.3	6,576	-1,068	0
2145	Waltham, Christ Church	130,779	11,788	0	11,788	9.0	19,396	-7,608	0
2150	Watertown, Church of the Good Shepherd	125,156	10,973	0	10,973	8.8	12,410	-1,437	0
<b>TOTALS:</b>		<b>3,092,569</b>	<b>358,682</b>	<b>0</b>	<b>358,682</b>	<b>11.6</b>	<b>412,316</b>	<b>-53,634</b>	<b>9,805</b>

### BOSTON HARBOR

M	CHURCH	BASE	FORMULA ASSESSMENT	ADJUSTMENT	2018 ASSESSMENT (for VOTE)	EFFECTIVE RATE	PRIOR YEAR ASSESSMENT	DIFFERENCE	PRIOR YEAR ADJUSTMENT
4035	Boston, Church of St. Augustine & St. Martin	113,905	9,341	0	9,341	8.2	12,776	-3,435	0
4010	Boston, Church of the Advent	1,142,875	164,971	0	164,971	14.4	122,701	42,270	0
4025	Boston, Emmanuel Church	336,429	41,607	0	41,607	12.4	36,637	4,970	0
4070 M	Boston, St. Stephen's Church	59,753	993	0	993	1.7	1,615	-622	0
4075	Boston, Trinity Church	2,711,826	408,158	0	408,158	15.1	409,233	-1,075	0
1030	Charlestown, St. John's Church	200,386	21,881	0	21,881	10.9	22,361	-480	0
4055	Dorchester, St. Mark's Church	122,499	10,587	0	10,587	8.6	14,781	-4,193	0
4060	Dorchester, St. Mary's Church	109,290	8,672	0	8,672	7.9	8,792	-120	0
3020	Jamaica Plain, St. John's Church	188,720	20,189	0	20,189	10.7	20,171	18	0
4040	Roxbury, St. Cyprian's Church	199,466	21,748	0	21,748	10.9	32,111	-10,363	0
4050	Roxbury, St. John St. James Church	87,915	5,573	5,073	500	0.6	11,939	-11,439	0
<b>TOTALS:</b>		<b>5,273,064</b>	<b>713,720</b>	<b>5,073</b>	<b>708,647</b>	<b>13.4</b>	<b>693,116</b>	<b>15,531</b>	<b>0</b>

**CAPE AND ISLANDS**

M	CHURCH	BASE	FORMULA ASSESSMENT	ADJUSTMENT	2018 ASSESSMENT (for VOTE)	EFFECTIVE RATE	PRIOR YEAR ASSESSMENT	DIFFERENCE	PRIOR YEAR ADJUSTMENT
6005	Barnstable, St. Mary's Church	598,592	80,607	0	80,607	13.5	77,810	2,797	0
6010	Buzzards Bay, St. Peter's Church	126,473	11,164	0	11,164	8.8	12,887	-1,723	0
6015	Chatham, St. Christopher's Church	612,507	82,764	0	82,764	13.5	82,740	23	0
6020	Edgartown, St. Andrew's Church	267,522	31,616	0	31,616	11.8	35,542	-3,926	0
6030	Falmouth, St. Barnabas's Church	548,607	72,859	0	72,859	13.3	71,652	1,207	0
6040	Hanwich Port, Christ Church	281,256	33,607	0	33,607	11.9	37,240	-3,633	0
6045	Nantucket, St. Paul's Church	502,424	65,701	0	65,701	13.1	67,143	-1,442	0
6050	Oak Bluffs, Trinity Church	20,356	31	0	31	0.2	0	31	0
6055	Orleans, Church of the Holy Spirit	505,021	66,103	0	66,103	13.1	77,023	-10,919	0
6060	Osterville, St. Peter's Church	339,683	42,079	0	42,079	12.4	46,420	-4,341	6,700
6065	Plymouth, Christ Church	284,515	34,080	0	34,080	12.0	44,404	-10,325	0
6070	Provincetown, Church of St. Mary of the Harbor	178,593	18,721	0	18,721	10.5	21,334	-2,613	0
6075	Sandwich, St. John's Church	166,625	16,986	0	16,986	10.2	20,217	-3,231	0
6095	South Yarmouth, St. David's Church	281,094	33,584	0	33,584	11.9	26,463	7,121	0
6080	Vineyard Haven, Grace Church	243,267	28,099	0	28,099	11.6	33,446	-5,347	0
6085	Wareham, Church of the Good Shepherd	199,242	21,715	0	21,715	10.9	24,955	-3,240	8,000
6090	Wellfleet, St. James the Fisherman Church	32,109	48	0	48	0.2	0	48	0
6025	Woods Hole, Church of the Messiah	273,405	32,469	0	32,469	11.9	32,860	-391	0
	<b>TOTALS:</b>	<b>5,461,291</b>	<b>672,230</b>	<b>0</b>	<b>672,230</b>	<b>12.3</b>	<b>712,136</b>	<b>-39,906</b>	<b>14,700</b>

**CHARLES RIVER**

M	CHURCH	BASE	FORMULA ASSESSMENT	ADJUSTMENT	2018 ASSESSMENT (for VOTE)	EFFECTIVE RATE	PRIOR YEAR ASSESSMENT	DIFFERENCE	PRIOR YEAR ADJUSTMENT
3030	Brookline, All Saints Parish	363,381	45,515	0	45,515	12.5	51,090	-5,575	0
3035	Brookline, Church of Our Saviour	250,123	29,093	0	29,093	11.6	37,692	-8,599	0
3045	Brookline, St. Paul's Church	418,147	53,456	0	53,456	12.8	45,520	7,936	0
3125	Chestnut Hill, Church of the Redeemer	883,285	124,734	0	124,734	14.1	131,405	-6,671	0
3060	Dover, St. Dunstan's Church	276,905	32,976	0	32,976	11.9	37,148	-4,172	0
3105	Needham, Christ Church	513,214	67,373	0	67,373	13.1	70,342	-2,969	0
3145	Newton Centre, Trinity Church	326,942	40,232	0	40,232	12.3	37,590	2,641	0
3135	Newton Highlands, Parish of St. Paul	183,239	19,395	0	19,395	10.6	25,160	-5,766	0
3140	Newton Lower Falls, St. Mary's Church	358,647	44,829	0	44,829	12.5	50,823	-5,995	0
3110	Newton, Grace Church	340,753	42,234	0	42,234	12.4	45,418	-3,184	0
3130	Newtonville, St. John's Church	145,640	13,943	0	13,943	9.6	15,961	-2,018	0
3115	Waban, Church of the Good Shepherd	337,851	41,813	0	41,813	12.4	48,719	-6,906	0
3165	Wellesley, St. Andrew's Church	944,370	134,202	0	134,202	14.2	132,639	1,563	0
	<b>TOTALS:</b>	<b>5,342,497</b>	<b>689,796</b>	<b>0</b>	<b>689,796</b>	<b>12.9</b>	<b>729,510</b>	<b>-39,714</b>	<b>0</b>

**CONCORD RIVER**

M	CHURCH	BASE	FORMULA ASSESSMENT	ADJUSTMENT	2018 ASSESSMENT (for VOTE)	EFFECTIVE RATE	PRIOR YEAR ASSESSMENT	DIFFERENCE	PRIOR YEAR ADJUSTMENT
2005	Acton, Church of the Good Shepherd	312,126	38,083	0	38,083	12.2	40,773	-2,690	0
2020	Ayer, St. Andrew's Church	156,715	15,549	0	15,549	9.9	17,246	-1,697	0
2075	Concord, Trinity Church	674,306	92,342	0	92,342	13.7	94,493	-2,151	0
3065	Frammingham, St. Andrew's Church	278,672	33,232	0	33,232	11.9	34,683	-1,450	0
3075	Holliston, St. Michael's Church	171,485	17,690	0	17,690	10.3	17,455	235	0
3080	Hopkinton, St. Paul's Church	71,838	3,242	0	3,242	4.5	8,324	-5,082	1,521
2080	Hudson, St. Luke's Church	79,474	4,349	0	4,349	5.5	1,412	2,937	0
2090	Lincoln, St. Anne's in-the-Fields Church	540,594	71,617	0	71,617	13.2	80,649	-9,032	0
3100	Natick, St. Paul's Church	443,679	57,158	0	57,158	12.9	63,433	-6,275	0
2125	Shirley, Trinity Chapel	73,021	3,413	0	3,413	0.0	5,306	-1,893	0
3155	Southborough, St. Mark's Church	252,234	29,399	0	29,399	11.7	33,033	-3,634	0
2140	Sudbury, St. Elizabeth's Church	372,068	46,775	0	46,775	12.6	65,515	-18,740	0
2165	Weston, St. Peter's Church	391,976	49,662	0	49,662	12.7	63,557	-13,896	0
	<b>TOTALS:</b>	<b>3,818,188</b>	<b>462,511</b>	<b>0</b>	<b>462,511</b>	<b>12.1</b>	<b>527,404</b>	<b>-64,893</b>	<b>1,521</b>

**MERRIMACK VALLEY**

M	CHURCH	BASE	FORMULA ASSESSMENT	ADJUSTMENT	2018 ASSESSMENT (for VOTE)	EFFECTIVE RATE	PRIOR YEAR ASSESSMENT	DIFFERENCE	PRIOR YEAR ADJUSTMENT
1005	Amesbury, St. James's Church	147,066	14,150	0	14,150	9.6	8,550	5,600	0
1010	Andover, Christ Church	508,036	66,571	0	66,571	13.1	80,221	-13,650	0
2070	Chelmsford, All Saints' Church	306,903	37,326	0	37,326	12.2	38,078	-752	0
1055	Groveland, St. James's Church	134,407	12,314	0	12,314	9.2	13,460	-1,146	0
1065	Haverhill, Trinity Church	189,288	20,272	0	20,272	10.7	21,808	-1,536	0
1075	Lawrence, Grace Church	208,291	23,027	0	23,027	11.1	17,404	5,624	0
2095	Lowell, St. Anne's Church	249,924	29,064	0	29,064	11.6	23,174	5,890	5,000
2100	Lowell, St. John's Church	66,243	2,430	0	2,430	3.7	1,509	922	0
1125	Methuen, St. Andrew's Church	72,337	3,314	0	3,314	4.6	5,356	-2,042	0
1130	Newburyport, St. Paul's Church	284,907	34,137	0	34,137	12.0	41,317	-7,181	6,324
1135	North Andover, St. Paul's Church	223,348	25,210	12,510	12,700	5.7	21,254	-8,554	0
2040	North Billerica, St. Anne's Church	174,906	18,186	10,790	7,396	4.2	22,938	-15,541	0
1195 M	West Newbury, All Saints' Church	95,644	4,462	0	4,462	4.7	8,407	-3,945	0
2160	Westford, St. Mark's Church	128,526	11,461	0	11,461	8.9	14,669	-3,208	0
	<b>TOTALS:</b>	<b>2,789,826</b>	<b>301,924</b>	<b>23,300</b>	<b>278,624</b>	<b>10.0</b>	<b>318,144</b>	<b>-39,520</b>	<b>11,324</b>

**MT HOPE BUZZARDS BAY**

M	CHURCH	BASE	FORMULA ASSESSMENT	ADJUSTMENT	2018 ASSESSMENT (for VOTE)	EFFECTIVE RATE	PRIOR YEAR ASSESSMENT	DIFFERENCE	PRIOR YEAR ADJUSTMENT
5030	Fairhaven, Church of the Good Shepherd	0	0	0	0	0	0	0	0
5035	Fall River, Church of the Holy Spirit	195,638	21,193	0	21,193	10.8	26,698	-5,505	0
5045	Fall River, St. Luke's Church	24,111	36	0	36	0.2	0	36	0
5070	Marion, St. Gabriel's Church	379,741	47,887	0	47,887	12.6	59,896	-12,008	0
5080	New Bedford, Grace Church	560,061	74,634	0	74,634	13.3	71,385	3,250	0
5085	New Bedford, St. Andrew's Church	74,777	3,668	0	3,668	4.9	5,072	-1,405	0
5090	New Bedford, St. Martin's Church	89,425	5,792	0	5,792	6.5	7,007	-1,216	0
5110	Somerset, Church of Our Saviour	132,072	11,975	0	11,975	9.1	14,762	-2,786	4,482
5020	South Dartmouth, St. Peter's Church	52,369	419	0	419	0.8	2,227	-1,809	0
5115	Swansea, Christ Church	141,452	13,336	0	13,336	9.4	17,676	-4,340	0
	<b>TOTALS:</b>	<b>1,649,646</b>	<b>178,939</b>	<b>0</b>	<b>178,939</b>	<b>10.8</b>	<b>204,722</b>	<b>-25,783</b>	<b>4,482</b>

**MYSTIC VALLEY**

M	CHURCH	BASE	FORMULA ASSESSMENT	ADJUSTMENT	2018 ASSESSMENT (for VOTE)	EFFECTIVE RATE	PRIOR YEAR ASSESSMENT	DIFFERENCE	PRIOR YEAR ADJUSTMENT
1035	M Chelsea, St. Luke's/San Lucas Church	110,605	5,908	0	5,908	5.3	5,527	382	0
1025	M East Boston, Grace Church Federated	27,590	28	0	28	0.0	0	28	0
1045	Everett, Grace Church	83,218	4,892	0	4,892	5.9	10,934	-6,042	0
1095	Lynnfield, St. Paul's Church	193,359	20,862	0	20,862	10.8	24,058	-3,196	4,720
1105	Malden, St. Paul's Church	131,952	11,958	0	11,958	9.1	13,176	-1,218	4,000
2115	Medford, Grace Church	351,137	43,740	0	43,740	12.5	42,372	1,368	0
1120	Melrose, Trinity Parish	203,389	22,316	0	22,316	11.0	26,514	-4,198	0
1145	Reading, Church of the Good Shepherd	158,189	15,762	0	15,762	10.0	20,057	-4,294	0
1170	Saugus, St. John's Church	147,347	14,190	4,976	9,214	6.3	15,214	-6,000	6,000
1175	Stoneham, All Saints' Church	0	0	0	0	0.0	4,170	-4,170	0
1190	Wakefield, Emmanuel Church	178,152	18,657	0	18,657	10.5	20,814	-2,157	0
2170	Wilmington, St. Elizabeth's Church	33,712	51	0	51	0.2	709	-658	0
2175	Winchester, Parish of the Epiphany	699,855	96,303	0	96,303	13.8	102,159	-5,856	0
1200	Winthrop, St. John's Church	130,474	11,744	0	11,744	9.0	15,142	-3,398	0
2180	Woburn, Trinity Church	88,009	5,586	0	5,586	6.3	6,516	-930	0
	<b>TOTALS:</b>	<b>2,536,988</b>	<b>271,997</b>	<b>4,976</b>	<b>267,021</b>	<b>10.5</b>	<b>307,361</b>	<b>-40,341</b>	<b>14,720</b>

**NEPONSET RIVER**

M	CHURCH	BASE	FORMULA ASSESSMENT	ADJUSTMENT	2018 ASSESSMENT (for VOTE)	EFFECTIVE RATE	PRIOR YEAR ASSESSMENT	DIFFERENCE	PRIOR YEAR ADJUSTMENT
4085	Canton, Trinity Church	148,819	14,404	0	14,404	9.7	16,906	-2,502	0
3050	Dedham, Church of the Good Shepherd	84,919	5,138	0	5,138	6.1	7,686	-2,548	0
3055	Dedham, St. Paul's Church	346,071	43,005	0	43,005	12.4	43,889	-884	0
4015	Dorchester, Parish of All Saints	370,481	46,545	0	46,545	12.6	51,169	-4,625	0
3005	Hyde Park, Christ Church	13,012	20	0	20	0.2	4,464	-4,445	0
3015	M Hyde Park, Iglesia de San Juan	0	0	0	0	0.0	0	0	0
4030	Mattapan, Church of the Holy Spirit	277,382	33,045	0	33,045	11.9	29,551	3,494	0
3085	Medfield, Church of the Advent	204,864	22,530	0	22,530	11.0	26,616	-4,086	0
3090	Medway, Christ Church	70,127	2,993	0	2,993	4.3	1,603	1,390	0
4130	Milton, St. Michael's Church	470,014	60,977	0	60,977	13.0	67,152	-6,175	0
3150	Norwood, Grace Church	128,431	11,447	0	11,447	8.9	12,536	-1,088	0
5105	Sharon, St. John's Church	47,775	72	0	72	0.2	1,600	-1,529	0
4160	Stoughton, Trinity Church	69,938	2,966	0	2,966	4.2	3,620	-654	0
3160	Walpole, Epiphany Church	194,894	21,085	0	21,085	10.8	26,453	-5,368	7,000
3010	West Roxbury, Emmanuel Church	72,795	3,380	0	3,380	4.6	7,857	-4,477	0
3170	Westwood, St. John's Church	158,830	15,855	0	15,855	10.0	8,280	7,576	0
	<b>TOTALS:</b>	<b>2,658,352</b>	<b>283,463</b>	<b>0</b>	<b>283,463</b>	<b>10.7</b>	<b>309,383</b>	<b>-25,919</b>	<b>7,000</b>

**NORTH SHORE**

M	CHURCH	BASE	FORMULA ASSESSMENT	ADJUSTMENT	2018 ASSESSMENT (for VOTE)	EFFECTIVE RATE	PRIOR YEAR ASSESSMENT	DIFFERENCE	PRIOR YEAR ADJUSTMENT
1015	Beverly Farms, St. John's Church	574,812	76,921	0	76,921	13.4	71,430	5,491	0
1021	Beverly, St. Peter's Church	243,847	28,183	0	28,183	11.6	30,944	-2,761	0
1143	Danvers, All Saints	173,821	18,029	0	18,029	10.4	20,050	-2,021	0
1050	Gloucester, St. John's Church	239,207	27,510	0	27,510	11.5	28,514	-1,004	0
1070	Ipswich, Ascension Memorial Church	254,097	29,669	0	29,669	11.7	29,550	120	0
1090	Lynn, St. Stephen's Memorial Episcopal Church	307,843	37,462	0	37,462	12.2	40,114	-2,652	0
1116	Marblehead, St. Michael's Church	324,881	39,933	0	39,933	12.3	42,319	-2,386	0
1110	Marblehead, Wyman Memorial Church of St. Andrew	313,860	38,335	0	38,335	12.2	39,918	-1,583	0
1155	Rockport, St. Mary's Church	152,856	14,989	0	14,989	9.8	18,306	-3,317	0
1160	Salem, Grace Church	139,730	13,086	0	13,086	9.4	16,783	-3,697	0
1165	Salem, St. Peter's Church	122,460	10,582	0	10,582	8.6	14,383	-3,801	0
1060	South Hamilton, Christ Church	427,878	54,867	0	54,867	12.8	58,612	-3,744	0
1180	Swampscott, Church of the Holy Name	135,814	12,518	0	12,518	9.2	15,433	-2,915	0
1185	Topsfield, Trinity Church	235,678	26,998	0	26,998	11.5	31,877	-4,879	0
	<b>TOTALS:</b>	<b>3,646,784</b>	<b>429,082</b>	<b>0</b>	<b>429,082</b>	<b>11.8</b>	<b>458,230</b>	<b>-29,149</b>	<b>0</b>

**SOUTH SHORE**

M	CHURCH	BASE	FORMULA ASSESSMENT	ADJUSTMENT	2018 ASSESSMENT (for VOTE)	EFFECTIVE RATE	PRIOR YEAR ASSESSMENT	DIFFERENCE	PRIOR YEAR ADJUSTMENT
4080	Braintree, Emmanuel Church	101,913	7,602	1,600	6,002	5.9	0	6,002	0
4090	Cohasset, St. Stephen's Church	385,280	48,691	0	48,691	12.6	45,478	3,212	0
4095	Duxbury, Church of St. John the Evangelist	390,187	49,402	0	49,402	12.7	40,789	8,613	0
4100	Hanover, St. Andrew's Church	113,896	9,340	1,944	7,396	6.5	17,070	-9,674	5,000
4105	Hingham, Parish of St. John the Evangelist	518,522	68,196	0	68,196	13.2	72,903	-4,707	0
4110	Holbrook, St. John's Church	83,986	5,003	3,003	2,000	2.4	7,001	-5,001	0
4120	Marshfield, Trinity Church	147,643	14,233	0	14,233	9.6	19,971	-5,737	0
4125	Milton, Church of Our Saviour	135,446	12,465	0	12,465	9.2	14,056	-1,591	0
4135	Quincy, Christ Church	174,676	18,153	0	18,153	10.4	17,301	852	5,000
4140	Quincy, Parish of St. Chrysostom	167,125	17,058	0	17,058	10.2	19,797	-2,739	0
4145	Randolph, Trinity Church	91,574	6,103	0	6,103	6.7	8,040	-1,937	0
4150	Rockland, Trinity Church	77,731	4,096	0	4,096	5.3	6,598	-2,502	0
4155	Scituate, St. Luke's Church	224,741	25,412	0	25,412	11.3	30,743	-5,331	0
4165	South Weymouth, Church of the Holy Nativity	130,662	11,771	0	11,771	9.0	14,378	-2,607	0
5130	Whitman, All Saints' Church	88,621	5,675	0	5,675	6.4	7,457	-1,782	0
<b>TOTALS:</b>		<b>2,832,003</b>	<b>303,201</b>	<b>6,547</b>	<b>296,654</b>	<b>10.5</b>	<b>321,581</b>	<b>-24,928</b>	<b>10,000</b>

**TAUNTON RIVER**

M	CHURCH	BASE	FORMULA ASSESSMENT	ADJUSTMENT	2018 ASSESSMENT (for VOTE)	EFFECTIVE RATE	PRIOR YEAR ASSESSMENT	DIFFERENCE	PRIOR YEAR ADJUSTMENT
5005	Attleborough, All Saints' Church	84,168	5,029	0	5,029	6.0	6,295	-1,265	1,448
5135	Bristol, Trinity Church	121,304	10,414	0	10,414	8.6	8,645	1,769	0
5010	Bridgewater, Trinity Church	92,993	6,309	0	6,309	6.8	8,509	-2,200	0
5060	Foxborough, St. Mark's Church	120,060	10,234	0	10,234	8.5	18,230	-7,996	0
3070	Franklin, St. John's Church	118,955	10,073	0	10,073	8.5	9,851	222	0
5075	Middleborough, Church of Our Saviour	137,009	12,691	0	12,691	9.3	15,062	-2,371	0
5095	North Attleborough, Grace Church	164,756	16,715	0	16,715	10.1	18,230	-1,515	0
5125	Taunton, St. Thomas's Church	271,860	32,245	0	32,245	11.9	45,021	-12,776	0
3175	Wrentham, Trinity Church	159,827	16,000	0	16,000	10.0	15,907	93	0
<b>TOTALS:</b>		<b>1,270,932</b>	<b>119,710</b>	<b>0</b>	<b>119,710</b>	<b>9.4</b>	<b>145,750</b>	<b>-26,040</b>	<b>1,448</b>
<b>DIOCESAN TOTALS:</b>		<b>40,372,140</b>	<b>4,785,255</b>	<b>39,896</b>	<b>4,745,359</b>	<b>11.8</b>	<b>5,139,654</b>	<b>-394,294</b>	<b>75,000</b>

## GUIDE TO AREA EXPENSE TABLES

The following charts and cost center descriptions provide detail for each area of the 2018 budget. Each area of the budget is shown as follows: 2018 proposed budget with the 2017 budget (top) and the 2016 actuals (bottom) for comparison. Each row is identified by a specific cost center code and description.

### Operational Budget Areas

The Operational Budget is divided into four areas: Support of Wider Church; Support for Congregations; Episcopate and Convention; and Facilities and Administration. The chart for the first area, Support of Wider Church, provides the expense for each cost center. For the other three areas, the first row provides an aggregate number for staff compensation. There are five columns of figures that break down each cost center into the following components:

*Program Expenses:* Main program activities for the cost center, including grants distributed

*Compensation and Benefits:* All compensation and benefit-related expenses, including 1099 payments to independent contractors. Salary and benefits for diocesan staff reflect a 2% increase and an estimated 6% increase in the cost of health care coverage for 2018.

*Operational and Support Services:* Travel, hospitality, office costs and other types of supporting expenses

*Management and Professional Services:* Payments to external service providers for accounting, legal, consulting, maintenance and other similar services

*Revenue Offset:* Revenue collected by the cost center's programs explicitly to offset its costs

### Strategic Budget Areas

There are three areas within the Strategic Budget: Congregational Grants and Direct Support; Support for Clergy; and Strategic Ministries. Each row is identified by a cost center code and description. These line items are then broken down according to the sources from which their funding has been allocated: Assessments; Agency Fund or Trust Fund Draws; Bishop's Directed Funds; Annual Fund; Contributions; Grants; In-Kind; and Fee Revenue.

### **Support of Wider Church - Operational Budget** (see table on page 23)

The total 2018 budget for this area is \$926,280, all of which is recorded under the Operational Budget. The 2017 core and supplemental budget total was \$926,280.

• Massachusetts Council of Churches: 4251

The diocesan contribution to the Massachusetts Council of Churches is level funded at \$50,000.

• Province I Assessment: 4421

The diocese's contribution is level funded at \$16,179.

• Episcopal Church Asking: 4431

At the 2015 General Convention, the Episcopal Church set a sliding schedule of diocesan ask rates for the subsequent three years as follows: 18% in 2016, 16.5% in 2017 and 15% in 2018. As part of this new schedule, the diocese elected in 2016 to use the three-year average rate in 2016-2018 to determine the assessment amount budgeted for each of the three years. In 2017 the budgeted amount is \$860,101, which is the pro-rated amount for the year. Following this process, the diocese is committed for the 2018 budget to using the same dollar amount in its preparation.





**Congregational Grants and Direct Support - Strategic Budget** (see table on page 25)

The total 2018 budget for this area is \$476,188, all of which is recorded under the Strategic Budget. The 2017 core and supplemental budget total was \$519,439.

• **Congregational Development Grants: 2011, 2012**

Congregational Development Targeted Grants have been level funded at \$60,000.

Congregational Development Open Grants are funded at \$110,000, which is a \$40,000 decrease from 2017.

• **Bristol County Case Grants: 2013**

The draw for this grant program is \$136,477. The intended uses of the fund's income when it was established as part of the diocesan endowment include service to Bristol County residents in need, as well as the general and religious purposes of the diocese.

• **Congregational Program Grants: 2014**

This cost center contains specific grants to congregations funded by agency or trust endowments or supplemental sources. In the budget, agency endowments support grants to St. John's, Sharon (\$21,768), Christ Church, Plymouth (\$3,243) and Emmanuel Church, West Roxbury (\$3,992). A trust fund provides a grant to Emmanuel Church, Boston (\$7,691).

• **Deaf Ministry Grants: 2015**

This cost center represents a continuation, for the time being, of the deaf ministry grants program begun in 2011. The amount budgeted is a draw from the remainder of the diocesan agency fund (7004H) that in previous years supported the St. Andrew's of the Deaf congregation in Natick, which closed in 2011. It is level funded at \$8,000. The use of the proceeds from this closed congregation will be determined by Diocesan Council.

• **Sending Serving and House of Mercy Grants: 2021, 2022**

Each of the 12 deaneries is charged with running a grants program to support outreach activities. Deanery assemblies set the criteria and determine awards. The amounts available to each deanery, funded by two specific diocesan funds, are \$4,000 for Sending Serving grants, which require a match from grant recipients and are open to any outreach activity, and \$2,668 for House of Mercy grants, which require a focus on women and children in need (no match necessary). The funding sources for the House of Mercy grants are agency endowment 7002Y.

• **Hispanic Ministries: 2031**

The 2018 budget for this grant program to support Hispanic ministries in congregations is \$25,000.

• **African Ministries: 3431**

The budget for grants to African congregations is funded at \$20,000 in 2018.

A chart of congregational grants for 2016 is on pages 60-63.

Congregational Grants and Direct Support Strategic 2018 Budget 2017 Budget and 2016 Actual							
	2018 Budget			2017 Budget			
	Program Expenses	Operational & Support Svcs	Total Expenses (Gross)	Program Revenue Offset	Total Budget Expenses (Net)		2017 Budget Total Expenses (Gross)
<b>2018 and 2017 Budget</b>							
CC2011 Cong Dev Open Grants	110,000	-	110,000	-	110,000		150,000
CC2012 Cong Dev Targeted Grants	60,000	-	60,000	-	60,000		60,000
CC2013 Bristol County Case Fund Grants	136,477	-	136,477	-	136,477		135,162
CC2014 Congregational Program Grants	36,694	-	36,694	-	36,694		36,574
CC2015 Deaf Ministry Grants	8,000	-	8,000	-	8,000		8,000
CC2021 Sending Serving Grants	48,000	-	48,000	-	48,000		48,000
CC2022 House of Mercy Grants	32,017	-	32,017	-	32,017		31,703
CC2031 Hispanic Ministries	25,000	-	25,000	-	25,000		25,000
CC3431 African Ministries	20,000	-	20,000	-	20,000		25,000
<b>Totals</b>	<b>476,188</b>	<b>-</b>	<b>476,188</b>	<b>-</b>	<b>476,188</b>		<b>519,439</b>
	<b>2016 Actual</b>						
	Program Expenses	Operational & Support Svcs	Total Expenses (Gross)	Revenue Offset	Total Expenses (Net)		
CC2011 Cong Dev Open Grants	137,948	-	137,948	-	137,948		
CC2012 Cong Dev Targeted Grants	49,280	-	49,280	-	49,280		
CC2013 Bristol County Case Fund Grants	132,784	18	132,802	-	132,802		
CC2014 Congregational Program Grants	35,000	-	35,000	-	35,000		
CC2015 Deaf Ministry Grants	6,400	-	6,400	-	6,400		
CC2021 Sending Serving Grants	42,701	-	42,701	-	42,701		
CC2022 House of Mercy Grants	27,974	-	27,974	-	27,974		
CC2031 Hispanic Ministries	21,634	-	21,634	(1,634)	20,000		
CC3431 African Ministries	20,000	180	20,180	-	20,180		
	<b>473,721</b>	<b>198</b>	<b>473,919</b>	<b>(1,634)</b>	<b>472,285</b>		

**Support for Clergy: Strategic Budget** (see table on page 27)

The total 2018 budget for this area is \$96,982, all of which is recorded under the Strategic Budget. The 2017 core and supplemental budget total was \$116,892.

• Congregations: 1101

In the budget there is a total of \$20,000 for mentoring of newly ordained clergy by the Making Excellent Disciples program from the Bishop's Directed Funds.

• Sabbaticals: 1211

The funds totaling \$26,645 for clergy sabbaticals come from two sources: an agency endowment fund in honor of Bishop Norman Nash (\$9,145) and a Bishop's Directed Funds grant (\$17,500).

• Scholarships for Clergy Dependents: 1221

An amount of \$33,337 from the Bishop's Directed Funds.

• Support for Retired Clergy: 1231

The Society for the Relief of Aged or Disabled Episcopal Clergy and the Society for the Relief of Widows, Widowers and Orphans of Clergy of the Episcopal Church both receive distributions from agency funds as well as from trust funds where the organizations are named as income beneficiaries. These distributions help retired clergy and widows, widowers and orphans of clergy. The books and records of these two organizations, because they are separate 501(c)(3) organizations, are not part of the diocesan budget. Because retired clergy and their families are living longer, the funds from the agency and trust funds need funding support. The 2018 budget allocates \$17,000, \$5,300 for program and support expenses, including gatherings, and \$11,700 for additional grants. The Bishop's Directed Funds provide \$5,500 of this funding.

Support for Clergy- Strategic						
2018 Budget 2017 Budget and 2016 Actual						
	2018 Budget				2017 Budget	
	Program Expenses	Compensation & Benefits	Operational & Support Svcs	Total Expenses (Gross)	Program Revenue Offset	Total Budget (Net)
<u>2018 and 2017 Budget</u>				Total Expenses (Gross)		Total Expenses (Gross)
CC1101 Congregations - Making Excellent Disciples	20,000	-	-	20,000	-	20,000
CC1211 Sabbaticals	26,645	-	-	26,645	-	26,555
CC1221 Scholarships for Clergy Dependents	33,337	-	-	33,337	-	33,337
CC1231 Support for Retired Clergy	17,000	-	-	17,000	-	37,000
<b>Totals</b>	<b>96,982</b>	<b>-</b>	<b>-</b>	<b>96,982</b>	<b>-</b>	<b>116,892</b>
<u>2016 Actual</u>	Program Expenses	Compensation & Benefits	Operational & Support Svcs	Total Expenses (Gross)	Program Revenue Offset	Total Expenses (Net)
CC1101 Congregations - Making Excellent Disciples	18,032	-	-	18,032	-	18,032
CC1211 Sabbaticals	24,927	-	-	24,927	-	24,927
CC1221 Clergy Dependent Scholarships	47,046	-	-	47,046	-	47,046
CC1231 Support for Retired Clergy	55	-	4,240	4,295	-	4,295
<b>Totals</b>	<b>90,060</b>	<b>-</b>	<b>4,240</b>	<b>94,300</b>	<b>-</b>	<b>94,300</b>

**Support for Congregations: Operational Budget** (see tables on pages 30 and 31)

The total net 2018 budget for this area is \$1,088,456. The 2017 core and supplemental budget total was \$1,401,770.

• Support for Congregations: 1000

This line contains the total compensation costs of \$747,965. The mission hubs program director is paid from Together Now campaign funds.

• Congregations: 1101

The \$12,000 in the Operational Budget funds the priests-in-charge consultants program

• Transition Ministries: 1111

Level funded at \$10,000, for supporting expenses for the transition ministries.

• Clergy: 1201

An amount of \$2,000 to cover the cost of Oxford Document background checks, offset by fees.

• Continuing Education: 1212

An amount of \$10,000 from the Bishop's Directed Funds for clergy continuing education.

• Massachusetts Scholarships for African Students in America: 1213

Spending policy income of \$11,531 is available for a scholarship program for students from Africa.

• Dill Campership: 1223

The spending policy income of \$3,379 is from a restricted Bishop's Directed Fund to support a scholarship to Camp O-At-Ka in Maine.

• Commission on Ministry: 1311

The net cost for this program is budgeted at \$47,000, including \$10,000 for the Commission on Ministry's priority to fund seminarians whose first language is not English. The credit of \$7,000 is for fees paid by those in the ordination process, such as those for the Oxford Document background checks.

• Seminarians: 1312

Scholarships for seminarians in the ordination process. The amount of \$63,907 is the spending policy income from an agency endowment fund for this purpose.

• Fresh Start/New Call: 1321

A total of \$8,333 for curriculum revision and leader training. This is the final year of a three-year matching grant.

• Diaconate Program: 1331

Net, after fees, of \$20,000, based on the projected participation, and includes the expenses of two archdeacons.

• Clergy Family Network: 1341

An amount of \$1,000, based on 2017 actuals.

- Pre-Lenten Retreat: 1411

Net costs to the operational budget, after fees are budgeted at \$3,000, based on 2017 actuals.

- Coburn Fund: 2001

The Coburn Fund is a fund established in memory of Bishop John B. Coburn to be used for theological education within the diocese.

- CRT Workshops: 2131

The total cost of \$6,500 for the various workshops and congregational resources and training offered throughout the diocese, \$2,000 of which is offset by fees collected.

- Antiracism: 2132

The \$3,000 in this cost center reflects a focus on antiracism activities; \$700 is offset by fees.

- Safe Church: 2133

A net of \$4,000 for online and in-person trainings on safe behaviors: \$7,000 in total cost, \$3,000 is offset by fees.

- Resource Center: 2151

The amount of \$500 stocks and renews the materials in the Resource Center.

- Congregational Consultants: 2161

The amount of \$18,000 for congregational consultants, who help congregations with best practices in many areas, including finances, buildings, leadership and stewardship.

- Congregation Support: 2211

Much of this total of \$9,000 is legal fees on various parish-related issues throughout the year.

- Program Support: 2221

The amount of \$6,300 covers various workshop and training programs. An amount of \$2,000 is collected in fees.

- Family Camp: 2222

Family Camp is essentially a break-even operation.

- Committee Support: 2231

An amount of \$10,000 to provide hospitality and support for diocesan committees and continuing education for departmental staff.

- Diocesan Communications: 2311, 2312

The 2018 budget is funded at \$42,000, which is a decrease of \$10,000 from 2017, and more closely matches actual expenditures.

Support for Congregations- Operations 2018 Budget/2017 Budget and 2016 Actual									
2018 and 2017 Budget	2018 Budget							2017 Budget	
	Program Expenses	Compensation & Benefits	Operational & Support Svcs	Mgt and Prof Svcs	Total Expenses (Gross)	Program Revenue Offset	Total Budget (Net)	Total Expenses (Gross)	
CC1000 Support for Congregations	-	747,965	-	-	-	-	-	747,965	1,031,667
CC1101 Congregations	12,000	-	-	-	12,000	-	-	12,000	4,000
CC1111 Transition Ministries	-	-	10,000	-	10,000	-	-	10,000	10,000
CC1201 Clergy	-	-	-	2,000	2,000	(2,000)	-	-	2,000
CC1212 Continuing Education	10,000	-	-	-	10,000	-	-	10,000	10,000
CC1213 Mass. Scholarship for African Students in America	11,531	-	-	-	11,531	-	-	11,531	11,418
CC1223 Dill Campership	3,379	-	-	-	3,379	-	-	3,379	3,359
CC1311 Commission on Ministry	36,000	-	18,000	-	54,000	(7,000)	-	47,000	54,000
CC1312 Seminarans	63,907	-	-	-	63,907	-	-	63,907	63,363
CC1321 Fresh Start / New Call	8,333	-	-	-	8,333	-	-	8,333	16,666
CC1331 Diaconate Program	-	-	19,000	3,000	22,000	(2,000)	-	20,000	13,000
CC1341 Clergy Family Network	1,000	-	-	-	1,000	-	-	1,000	1,000
CC1411 Pre Lenten Retreat	-	-	4,600	1,800	6,400	(3,400)	-	3,000	6,400
CC2001 Coburn Fund	55,433	-	-	-	55,433	-	-	55,433	54,889
CC2131 CRT Workshops	6,500	-	-	-	6,500	(2,000)	-	4,500	9,000
CC2132 Anti-Racism	3,000	-	-	-	3,000	(700)	-	2,300	3,000
CC2133 Safe Church	7,000	-	-	-	7,000	(3,000)	-	4,000	7,000
CC2151 Resource Center	500	-	-	-	500	-	-	500	500
CC2161 Congregational Consultants	-	-	18,000	-	18,000	-	-	18,000	10,000
CC2211 Congregation Support	-	-	-	9,000	9,000	-	-	9,000	9,000
CC2221 Program Support	6,300	-	-	-	6,300	(2,000)	-	4,300	41,300
CC2222 Family Camp	308	-	-	-	308	-	-	308	308
CC2231 Committee Support	-	-	10,000	-	10,000	-	-	10,000	10,000
CC2311 Diocesan Communications	-	-	40,000	-	40,000	-	-	40,000	50,000
CC2312 FYI Newsletter	-	-	2,000	-	2,000	-	-	2,000	2,000
<b>Totals</b>	<b>225,191</b>	<b>747,965</b>	<b>121,600</b>	<b>15,800</b>	<b>1,110,556</b>	<b>(22,100)</b>	<b>1,088,456</b>	<b>1,423,870</b>	



**Support for Congregations- Operations  
2018 Budget/2017 Budget and 2016 Actual**

	2016 Actual						
<b>2016 Actual</b>	<b>Program Expenses</b>	<b>Compensation &amp; Benefits</b>	<b>Operational &amp; Support Svcs</b>	<b>Mgt and Prof Svcs</b>	<b>Total Expenses (Gross)</b>	<b>Program Revenue Offset</b>	<b>Total Expenses (Net)</b>
CC1000 DC & C	-	540,355	-	-	540,355	-	540,355
CC1001 Deaneries	-	-	3,611	-	3,611	-	3,611
CC1002 Deans	48,000	-	-	-	48,000	-	48,000
CC1003 Deanery Confirmations	1,000	1,200	5,309	40	7,549	-	7,549
CC1101 Congregations	-	7,200	88	-	7,288	(164)	7,124
CC1111 Transition Ministries	-	1,960	11,545	-	13,505	-	13,505
CC1201 Clergy	-	-	35	2,800	2,835	(2,645)	190
CC1212 Continuing Education	8,521	-	-	-	8,521	-	8,521
CC1213 MSASA EDS	11,121	-	-	-	11,121	-	11,121
CC1223 Dill Campership	-	-	-	-	-	-	-
CC1311 Commission on Ministry	34,350	6,029	33,237	9,261	82,877	(9,815)	73,062
CC1312 Seminararians	62,160	-	-	-	62,160	(8,019)	54,141
CC1321 Fresh Start Program	4,020	200	4,206	-	8,426	-	8,426
CC1331 Diaconate Program	1,033	14,623	18,413	-	34,069	-	34,069
CC1341 Clergy Family Network	-	-	-	-	-	-	-
CC1411 Pre Lenten Retreat	-	2,000	4,682	44	6,726	(3,120)	3,606
CC1421 Clergy Conference	-	300	125,266	770	126,336	(70,003)	56,333
CC1431 Clergy Day	-	-	3,448	81	3,529	(3,395)	134
CC2000 CR & T	-	638,044	-	-	638,044	-	638,044
CC2031 Hispanic Ministries	-	769	-	-	769	(1,634)	(865)
CC2111 CRT Events	26	-	254	-	280	-	280
CC2112 Spring Learning Event	1,798	1,500	949	150	4,397	(3,678)	719
CC2113 Resource Day	215	-	6,677	94	6,986	(3,729)	3,257
CC2131 CRT Workshops	641	227	2,768	9	3,645	(570)	3,075
CC2132 Anti-Racism	318	-	3,802	25	4,145	(1,150)	2,995
CC2133 Safe Church	-	6,781	2,409	52	9,242	(2,607)	6,635
CC2151 Resource Center	404	-	478	-	882	-	882
CC2161 Congregational Consultants	212	10,144	5,664	54	16,074	(2,330)	13,744
CC2200 CRT Support	41	-	1,135	-	1,176	-	1,176
CC2211 Congregation Support	-	-	5,873	1,629	7,502	-	7,502
CC2221 Program Support	25,737	770	6,726	60	33,293	(2,900)	30,393
CC2222 Family Camp	-	-	25	-	25	-	25
CC2231 Committee Support	159	-	2,932	-	3,091	-	3,091
CC2311 Diocesan Communications	3,504	678	33,688	-	37,870	-	37,870
CC2312 FYI Newsletter	115	-	2,453	-	2,568	-	2,568
CC3011 Youth Ministry	56,263	118,106	3,055	307	177,731	(28,745)	148,986
CC3012 Youth Leadership Academy	39,253	3,000	8,018	-	50,271	(44,939)	5,332
<b>Totals</b>	<b>298,891</b>	<b>1,353,886</b>	<b>296,746</b>	<b>15,376</b>	<b>1,964,899</b>	<b>(189,443)</b>	<b>1,775,456</b>

**Strategic Ministries: Strategic Budget** (see tables on pages 36 and 37)

The total net 2018 budget for this area is \$2,220,308. The 2017 core and supplemental budget total was \$2,215,053.

• **Congregational Program Grants: 2014**

An amount of \$10,000 is allotted to St. Stephen's Church, Lynn for its KIDS in Community summer program and \$30,000 to Grace Church, Everett. An additional \$40,000 is budgeted as the matching portion of an Episcopal Church Mission Enterprise Zone grant.

• **Strategic Ministries: 3000**

This funds two full-time staff to support congregation networking and ministry design.

• **Deaneries: 1001; Deans: 1002**

An amount of \$400 per deanery to support deanery assembly activities; \$1,500 per deanery to offset deans' time and expenses, and hospitality expenses for Confirmations.

• **Clergy Conference: 1421**

This three-day event is budgeted at \$115,000, of which \$60,000 is covered by attendee fees.

• **Clergy Day: 1431**

This one-day event is budgeted at \$3,000, of which \$2,000 is covered by fees, leaving a budget balance of \$1,000.

• **Spring Learning Event: 2112**

The amount for 2018 is \$5,000, with \$1,500 in participant fees, for a net expense of \$3,500.

• **Resource Day: 2113**

The total cost of Resource Day is \$11,500, \$4,000 of which is offset by fees collected, for a total allocation of \$7,500.

• **Youth Ministry, Youth Leadership Academy: 3011, 3012**

The amount for the diocesan youth ministry includes the compensation and benefits for the director of youth ministry along with \$72,500 for program and operational services. Fees collected are \$30,000. The Youth Leadership Academy is budgeted at \$53,000; \$40,000 is collected in fees.

• **Life Together: 3056**

Life Together is a year-long residential Christian formation program for young adults between the ages of 21 and 32. During their fellowship year, all Life Together fellows:

- Work for social justice in schools, nonprofit organizations and Episcopal churches across the diocese
- Pursue their own formation through a rigorous Christian formation curriculum centered around prayer, spiritual practice, skill-based leadership training and community
- Live in intentional community with one another.

Eighty percent of alumni serve in some capacity in their churches and communities. Thirty percent of Life Together fellows continue on to ordination in the Episcopal Church and other Christian denominations. Eight alumni are currently discerning ordination in the Diocese of Massachusetts. In the 2017-2018 program year, Life Together will host 22 young adults in four intentional communities across eastern Massachusetts:

- Micah Fellows are first-year fellows based in the greater-Boston area.
- Emmaus Fellows, second-year fellows based in the greater-Boston area, focus on deepening the capacity of site partners and the individual formation of the fellows.
- Esperanza Academy Teaching Fellows—This is a partnership between Life Together and Esperanza Academy, located in Lawrence, focused on training teachers and leaders who want to work for change through the education system. The Esperanza Academy Teaching Fellows teach classes, work and coach in the extended-day program of the school as well as joining the Boston fellows for monthly leadership trainings. They also live together in intentional community.

Funding: Over the past five years, Life Together has built strong partnerships to secure substantial outside funding, resulting in a diverse and balanced funding structure. Including in-kind estimates, the total budget for the coming year is \$700,000. The plan for securing the needed revenue is:

- Site fees of \$252,000 (an average of \$11,455 per intern)
- External grants totaling \$90,000
- Annual fundraising campaign and event led by staff and fellows to net \$90,000
- Rental income of \$3,000
- Diocesan budget contribution of \$75,000
- Bishop's Directed Fund contribution of \$25,000
- Annual Fund contribution of \$100,000
- In-kind housing worth \$65,000 for office space and intentional community housing.

Some of these revenue sources are more secure at this point than others, and this is noted by posting some of the Life Together revenue as base supplemental revenue.

Housing: Four deaneries across the diocese host intentional communities of Life Together fellows. In the 2017-2018 program year, two intentional communities will continue to be housed in diocesan properties (40 Prescott Street in Brookline and 7 St. Luke's Road in Allston). Since this is a year-to-year arrangement and since the total number of interns can change, for the purpose of understanding the cost model of the program, this budget includes the in-kind value of housing provided this year by diocesan property. Life Together has begun a new partnership this year with St. Michael's Church in Milton, where six fellows will live this fall in a property on the church grounds. The Esperanza Teaching Fellows live in a house owned by Esperanza Academy.

• MIT Campus Ministry: 3111

The MIT campus ministry cost center budget provides for salary, expenses and benefits for a full-time chaplain (\$128,934) plus program expenses of \$3,293. The ministry may raise additional funds through the MIT development office. In addition to two agency endowment funds that support campus ministry in general, an additional agency fund and a Bishop's Directed Fund provide support for the MIT ministry.

• Boston University Campus Ministry: 3121

The Boston University campus ministry cost center budget provides for salary, expenses and benefits for a full-time chaplain (\$78,000) plus program expenses of \$2,000.

• Boston College-Northeastern University Campus Ministries: 3136

In 2018 each school will have its own part-time chaplain, and the shared cost center 3136 provides for the salary, expenses and benefits (\$118,797) for both combined. Each of these campus ministry programs is allotted \$5,000 for program support.

- Tufts University Ministry: 3171

An amount of \$14,000 supplements the compensation for the Protestant chaplain, an Episcopalian, at Tufts.

- Grace Chapel, Brockton: 3221

A congregation, Grace Chapel, worships and has office space in the First Lutheran Church in Brockton. Proceeds from the sale of the former St. Paul's Church and condo in Brockton were used, by vote of Diocesan Council, to fund Grace Chapel. These remaining sale proceeds were fully depleted in 2017. The 2018 budget includes the compensation for Grace Chapel's priest and two part-time lay employee salaries (\$145,553).

- Continuing Grants for Congregations: 3231, 3241, 3251

Level funding is provided in the 2018 budget for grants directly to congregations to help pay their clergy, as follows: St. Luke's-San Lucas, Chelsea, \$66,000; and Christ Church/Iglesia de San Juan, Hyde Park, \$44,000; and for the compensation and benefits paid directly to the vicar at St. Stephen's Church, Boston (\$143,903).

- Boston Chinese Ministries: 3311

The Operational Budget provides the half-time compensation and benefits for the canon for Asiamerican ministries (\$50,000) plus program expenses of \$26,900. The two Cantonese congregations raise additional funds for their ministries through contributions and grants (projected at \$44,500).

- St. Mary's, Dorchester: 3331

The amount of \$40,000 to support part of a full-time clergy salary from the BDF's.

- San Pedro-St. Peter's, Salem: 3341

The \$21,500 grant in the 2018 budget will help the San Pedro-St. Peter's congregation, both Hispanic and Anglo, to follow its strategic plan begun in 2016 that would have it increasingly viable over the next four years.

- Grace Church, Lawrence: 3351

The \$60,000 grant in the 2018 budget supports part of the salary of a Hispanic priest who ministers to all members of the congregation. Grace has been asked to develop a strategic plan.

- Church of the Good Shepherd, Watertown: 3361

With funds from proceeds from the sale of closed churches, the Church of the Good Shepherd has developed a long-range plan and a model for church restarts. Funding from closed church proceeds is no longer available, so a grant of \$15,000 to support part of a clergy salary is funded in the budget.

- Dartmouth, St. Peter's—The Bridge: 3371

Funding is to support an initiative of St. Peter's Church in Dartmouth to provide mental health outpatient support services to the greater New Bedford area. The Bridge is housed at St. Peter's, staffed by professionals, serving a vital need in the community, and funded through diocesan support and independent fundraising. The \$45,000 here is for ongoing start-up costs to be repaid over time to the diocese. In addition, the Bishop's Directed Funds will be used for loans to St. Peter's -The Bridge from a fund dedicated to making loans to congregations. The business plan indicates self-sufficiency, with the ability to make payments on the loan during 2018.

- Urban Resident Program: 3411

The Urban Resident program places newly ordained clergy in urban parishes for three-year terms, with experienced mentors who help to train the next generation of skilled urban clergy.

- Sustainable Development Grants: 3511

The budget shows a renewed commitment of 0.7% to fund Sustainable Development Grants through the Jubilee Ministry, set at \$33,076. In addition, there is approximately \$60,000 available from prior years' fundraising, of which \$18,936 is budgeted for use in 2018. Jubilee oversees global mission partnerships.

- Middle East Network Committee: 3531

This funding is to plan and organize the annual pilgrimage to the Middle East, led by Bishop Gayle Harris. The trip expenses are self funding. In 2018, it is expected that the planning costs will come from Together Now funds designated for global partnerships.

- B-SAFE: 3541

The B-SAFE program is an important outreach and partnership opportunity with children for more than 50 participating congregations, including five host churches and the Epiphany School. As a separate 501(c)(3), B-SAFE has its own set of financial controls and development efforts. For 2018 the program is budgeted a diocesan contribution of \$225,000 from appropriate diocesan and bishop's resources.

- B-PEACE for Jorge: 3545

Established by Diocesan Convention in 2012, the Jorge Fuentes Antiviolence Task Force and its B-PEACE for Jorge campaign is funded at \$40,000 from Bishop's Directed Funds. The campaign has narrowed its focus to youth jobs and gun law reform. Volunteers from across the diocese, as well as interfaith and civic partners, are committed to the campaign's projects to help end violence.

- Mission Through Partnerships: 3551

An amount of \$6,000 to support the travel costs of the deacon for mission. In 2018 this program is funded by Together Now funds.

- The Cathedral: The Crossing and Cathedral Ministry with the Homeless: 3911

A \$49,000 grant is budgeted to support the work of The Crossing congregation at the Cathedral Church of St. Paul, and to support work with MANNA and the homeless by the cathedral's associate minister. The Cathedral Chapter decides how the grant is distributed.

- Barbara C. Harris Center: 3921

A \$1,975 grant will be given out of an agency endowment fund.

- Episcopal City Mission: 3931

The budget continues the longstanding commitment to ECM's Burgess Urban Fund with a level-funded \$30,000 grant.

- United Thank Offering: 3952

This \$1,765 supports the Native American Lillian Vallely School in Idaho.

- Diocesan Youth Council: 4131

This \$7,500 supports the work of the Diocesan Youth Council.

**Strategic Ministries - Strategic  
2018 Budget, 2017 Budget and 2016 Actual**

	2018 Budget						2017 Budget	
	Program Expenses	Compensation & Benefits	Operational & Support Svcs	Mgt and Prof Svcs	Total Expenses (Gross)	Program Revenue Offset	Total 2018 Budget (Net)	Total Expenses (Gross)
CC2014 Congregational Program Grants - Everett, Lynn	40,000	-	-	-	40,000	-	40,000	35,000
CC2014 Congregational Program Grants - MEZ Lynn	40,000	-	-	-	40,000	-	40,000	-
CC3000 Strategic Ministries	-	260,000	-	-	260,000	-	260,000	-
CC1001 Deaneries	-	-	4,800	-	4,800	-	4,800	4,800
CC1002 Deans	18,000	-	-	-	18,000	-	18,000	48,000
CC1003 Deanery Confirmations	-	-	-	-	-	-	-	12,000
CC1421 Clergy Conference	-	-	115,000	-	115,000	(60,000)	55,000	103,000
CC1431 Clergy Day	3,000	-	-	-	3,000	(2,000)	1,000	3,000
CC2112 Spring Learning Event	4,000	-	1,000	-	5,000	(1,500)	3,500	5,000
CC2113 Resource Day	10,000	-	1,500	-	11,500	(4,000)	7,500	10,500
CC3011 Youth Ministry	67,500	103,312	5,000	-	175,812	(30,000)	145,812	242,662
CC3012 Youth Leadership Academy	47,000	-	6,000	-	53,000	(40,000)	13,000	53,000
CC3056 Life Together	46,700	509,300	144,000	-	700,000	(500,000)	200,000	709,000
CC3111 MIT Ministry	3,293	128,934	-	-	132,227	-	132,227	127,864
CC3121 Boston University	2,000	78,000	-	-	80,000	-	80,000	56,278
CC3136 BC/ NU Combined	10,000	118,797	-	-	128,797	-	128,797	129,058
CC3171 Tufts University Ministry	14,000	-	-	-	14,000	-	14,000	-
CC3221 Brockton, Grace Chapel	-	145,553	-	-	145,553	-	145,553	114,006
CC3231 Chelsea, St. Luke's/ San Lucas	66,000	-	-	-	66,000	-	66,000	66,000
CC3241 Hyde Park, Christ Church/San Juan	44,000	-	-	-	44,000	-	44,000	44,000
CC3251 South End, St. Stephen's	-	143,903	-	-	143,903	-	143,903	138,898
CC3311 Boston Chinese Ministries	26,900	50,000	-	-	76,900	(44,500)	32,400	153,328
CC3331 Dorchester, St. Mary's	40,000	-	-	-	40,000	-	40,000	50,000
CC3341 Salem, San Pedro	21,500	-	-	-	21,500	-	21,500	65,000
CC3351 Lawrence, Grace Church	60,000	-	-	-	60,000	-	60,000	60,000
CC3361 Watertown, Good Shepherd	15,000	-	-	-	15,000	-	15,000	30,000
CC3371 So. Dartmouth, St. Peter's The Bridge	45,000	-	-	-	45,000	-	45,000	45,000
CC3411 Urban Residents	75,000	-	-	-	75,000	-	75,000	75,000
CC3411 Urban Residents	-	-	-	-	-	-	-	11,719
CC3511 Sustainable Development Grants	15,000	31,377	5,635	-	52,012	(18,936)	33,076	124,359
CC3531 Middle East Network Committee	-	-	-	-	-	-	-	1,000
CC3541 B-SAFE	225,000	-	-	-	225,000	-	225,000	250,000
CC3545 B-PEACE	40,000	-	-	-	40,000	-	40,000	50,000
CC3551 Mission Through Partnerships	-	-	-	-	-	-	-	6,000
CC3911 Cathedral Church of St Paul	49,000	-	-	-	49,000	-	49,000	77,000
CC3921 Barbara C. Harris Center	1,975	-	-	-	1,975	-	1,975	1,956
CC3931 Episcopal City Mission	30,000	-	-	-	30,000	-	30,000	30,000
CC3952 UTO/ American Indians /CHS	1,765	-	-	-	1,765	-	1,765	1,748
CC4131 Diocesan Youth Council	7,500	-	-	-	7,500	-	7,500	6,000
<b>Total - Strategic</b>	<b>1,069,133</b>	<b>1,569,176</b>	<b>282,935</b>	<b>-</b>	<b>2,921,244</b>	<b>(700,936)</b>	<b>2,220,308</b>	<b>2,954,176</b>

Strategic Ministries - Strategic									
2018 Budget, 2017 Budget and 2016 Actual									
	2016 Actual								
	Program Expenses	Compensation & Benefits	Operational & Support Svcs	Mgt and Prof Svcs	Transfers	Total Expenses (Gross)	Program Revenue Offset	Total 2018 Budget (Net)	
<b>2016 Actual</b>									
CC3056 Life Together	-	-	-	-	75,000	75,000	-	75,000	
CC3111 MIT Ministry	51	131,330	910	3,108	-	135,399	(13,325)	122,074	
CC3121 Boston University	544	53,451	4,261	-	-	58,256	-	58,256	
CC3136 BC/ NU Combined	8,046	109,285	2,283	-	-	119,614	-	119,614	
CC3141 Northeastern	-	-	-	-	-	-	-	-	
CC3171 Tufts University Ministry	14,000	-	-	-	-	14,000	-	14,000	
CC3231 Chelsea, St. Luke's/ San Lucas	66,000	-	-	-	-	66,000	-	66,000	
CC3241 Hyde Park, Christ Church/San Juan	44,000	-	-	-	-	44,000	-	44,000	
CC3251 South End, St. Stephen's	-	130,610	-	-	-	130,610	-	130,610	
CC3311 Boston Cantonese Ministries	-	91,695	-	-	-	91,695	-	91,695	
CC3341 Salem, San Pedro	65,000	-	-	-	-	65,000	-	65,000	
CC3351 Lawrence, Grace Church	60,000	-	-	-	-	60,000	-	60,000	
CC3411 Urban Residents	75,000	-	-	-	-	75,000	-	75,000	
CC3511 Jubilee Global Mission	-	-	-	-	42,686	42,686	-	42,686	
CC3531 Committee on Palestine & Israel	-	-	716	-	-	716	-	716	
CC3551 Mission Through Partnerships	-	1,235	1,682	-	-	2,917	-	2,917	
CC3921 Barbara C. Harris Center	-	-	435	-	-	435	-	435	
CC3931 Episcopal City Mission	30,000	-	-	-	-	30,000	-	30,000	
CC3952 UTO/ American Indians /CHS	1,703	-	-	-	-	1,703	-	1,703	
<b>Totals</b>	<b>364,344</b>	<b>517,606</b>	<b>10,287</b>	<b>3,108</b>	<b>117,686</b>	<b>1,013,031</b>	<b>(13,325)</b>	<b>999,706</b>	
<b>2016 Actual</b>									
CC3056 Life Together	14,080	410,151	273,844	12,303	(75,000)	635,378	-		
CC3221 Brockton, Grace Chapel	-	107,777	-	-	-	107,777	-		
CC3311 Boston Chinese Congregation	14,117	22,780	-	30	-	36,927	-		
CC3321 Quincy Chinese Congregation	3,000	-	-	-	-	3,000	-		
CC3331 Dorchester, St. Mary's	50,000	-	-	-	-	50,000	-		
CC3361 Watertown, Good Shepherd	45,000	-	-	-	-	45,000	-		
CC3371 So. Dartmouth, St. Peter's The Bridge	26,179	172,142	21,052	3,007	-	222,380	-		
CC3411 Urban Residents	-	-	-	-	-	-	-		
CC3511 Jubilee Global Mission	12,897	19,896	9,810	83	(42,686)	-	-		
CC3541 B-SAFE	225,000	-	-	-	-	225,000	-		
CC3545 B-PEACE	50,000	-	90	-	-	50,090	-		
CC3911 Cathedral Church of St Paul	71,000	-	-	-	-	71,000	-		
<b>Totals</b>	<b>511,273</b>	<b>732,746</b>	<b>304,796</b>	<b>15,423</b>	<b>(117,686)</b>	<b>1,446,552</b>			
<b>TOTAL</b>	<b>875,617</b>	<b>1,250,352</b>	<b>315,083</b>	<b>18,531</b>	<b>-</b>	<b>2,459,583</b>			



**Episcopate and Convention: Operational Budget** (see table on page 40)

The total 2018 net budget for this area is \$1,579,817. The 2017 core and supplemental budget total was \$1,591,487.

• Area Staff and Expenses: 4000

This line includes compensation for three administrative support positions; others are included in individual cost centers.

• Diocesan Leadership: 4011, 4012, 4014

These three cost center codes carry the compensation for the diocesan bishop, the bishop suffragan and the canon to the ordinary, and their expense budgets. The diocesan bishop's compensation follows Total Clergy Compensation (TCC) guidelines, including the value of living in diocesan-owned housing. Also see cost center 5125.

• Assisting Bishops: 4021

Stipends and costs for assisting bishops, as needed (\$30,000).

• New Bishop Transition Reserve: 4023

In January 2015, Diocesan Council established a long-term fund and seeded it with \$250,000 to pay for the costs associated with discernment, election and transition. Council's goal is to contribute \$50,000 per year out of the Operational Budget. This year's contribution is set at \$30,000, which will be added to the \$250,000 extraordinary allocation that Council voted in January 2015, along with subsequent contributions, bringing the total balance in the reserve to \$390,000.

• Chancellor: 4031

An amount of \$1,500 budgeted, with every effort made to assign legal costs to the specific cost center(s).

• Title IV: 4061

Canonical clergy disciplinary process, budgeted at \$20,000 for 2018. This includes \$2,000 stipends for two non-staff intake officers.

• Diocesan Leadership Budgeted Reserve: 4099

The entire budgeted amount of \$144,822 for 2018 represents funding for contingencies, staff sabbatical coverage and potential staff compensation increases based upon changed responsibilities.

• Diocesan Council: 4111; Standing Committee: 4121

The 2018 amounts budgeted are \$10,000 for Diocesan Council and \$3,000 for Standing Committee.

• Mission Strategy: 4112

An amount of \$50,000 to fund the process of developing a new mission strategy for Diocesan Convention as required by canon.

• Diocesan Convention: 4141

The \$45,000 net costs budgeted for 2018 assume a two-day convention, and includes costs for voting and electronic equipment rental.



- Journals and Diocesan Directory: 4151

This line is funded at \$12,000.

- Archives: 4211

An amount of \$25,000 for operational expenses. This includes stipends as part of college training for students that participate in the Archives program.

- Development Office: 4311

Development staff compensation includes the compensation for the director of development and a part-time assistant. An additional \$35,000 is budgeted for events and other expenses.

- Annual Fund: 4312

Projected expenses for 2018 are \$30,000.

- Ecumenical Committee: 4261

Budgeted at \$1,500.

- General Convention: 4411

To prepare for the expenses of sending a delegation to the Episcopal Church's triennial General Convention in 2018, \$18,000 will be accrued each year between conventions.

Episcopate and Convention - Operations									
2018 Budget, 2017 Budget and 2016 Actual									
	2018 Budget					2017 Budget			
	Program Expenses	Compensation & Benefits	Operational & Support Svcs	Mgt and Prof Svcs	Total Expenses (Gross)	Program Revenue Offset	Total Budget (Net)	Total Expenses (Gross)	Total Expenses (Gross)
<b>2018 and 2017 Budget</b>									
CC4000 Episcopal and Diocesan Support	-	263,391	-	-	263,391	-	263,391	301,189	301,189
CC4011 Diocesan Bishop	-	240,583	57,500	-	298,083	-	298,083	293,717	293,717
CC4012 Suffragan Bishop	-	187,523	32,500	-	220,023	-	220,023	215,521	215,521
CC4014 Canon to the Ordinary	-	168,912	12,500	-	181,412	-	181,412	173,811	173,811
CC4021 Assisting Bishops	-	-	30,000	-	30,000	-	30,000	25,000	25,000
CC4023 New Bp Transition Reserve	-	-	30,000	-	30,000	-	30,000	30,000	30,000
CC4031 Chancellor	-	-	1,500	-	1,500	-	1,500	1,500	1,500
CC4061 Title IV	-	-	-	20,000	20,000	-	20,000	15,000	15,000
CC4099 Leadership Resources	-	-	114,822	30,000	144,822	-	144,822	197,876	197,876
CC4111 Diocesan Council	-	-	10,000	-	10,000	-	10,000	10,000	10,000
CC4112 Mission Strategies	50,000	-	-	-	50,000	-	50,000	-	-
CC4121 Standing Committee	-	-	3,000	-	3,000	-	3,000	3,000	3,000
CC4141 Diocesan Convention	25,000	-	25,000	-	50,000	(5,000)	45,000	50,000	50,000
CC4151 Journals and Diocesan Directory	-	-	12,000	-	12,000	-	12,000	12,000	12,000
CC4211 Archives	-	-	25,000	-	25,000	-	25,000	25,000	25,000
CC4311 Development	35,000	161,086	-	-	196,086	-	196,086	193,373	193,373
CC4312 Annual Fund	-	-	30,000	-	30,000	-	30,000	30,000	30,000
CC4261 Ecumenical Committee	-	-	1,500	-	1,500	-	1,500	1,500	1,500
CC4411 General Convention	-	-	18,000	-	18,000	-	18,000	18,000	18,000
<b>Totals</b>	<b>110,000</b>	<b>1,021,495</b>	<b>403,322</b>	<b>50,000</b>	<b>1,584,817</b>	<b>(5,000)</b>	<b>1,579,817</b>	<b>1,596,487</b>	<b>1,596,487</b>
<b>2016 Actual</b>									
	Program Expenses	Compensation & Benefits	Operational & Support Svcs	Mgt and Prof Svcs	Total Expenses (Gross)	Revenue Offset	Total		
CC4000 Episcopal and Diocesan Support	-	88,060	-	-	88,060	-	88,060		
CC4011 Diocesan Bishop	415	235,444	74,693	-	310,552	(3,963)	306,589		
CC4012 Suffragan Bishop 1	1,158	178,678	44,264	55	224,155	-	224,155		
CC4014 Canon to the Ordinary	15	235,797	22,158	-	257,970	-	257,970		
CC4021 Assisting Bishops	-	18,660	9,664	-	28,324	-	28,324		
CC4022 Retired Bishops	-	-	465	-	465	-	465		
CC4031 Chancellor	-	-	-	3,731	3,731	-	3,731		
CC4061 Title IV	-	5,000	59	26,039	31,098	-	31,098		
CC4099 DL Budgeted Resources	-	125,008	1,061	-	126,069	-	126,069		
CC4111 Diocesan Council	920	225	17,796	-	18,941	-	18,941		
CC4112 Mission Strategy	3,049	15,156	7,185	3,822	29,212	-	29,212		
CC4121 Standing Committee	400	400	2,340	-	3,140	-	3,140		
CC4131 Diocesan Youth Council	9,513	-	388	-	9,901	(2,055)	7,846		
CC4141 Convention	778	145	62,253	395	63,571	(20,325)	43,246		
CC4151 Journals and Diocesan Directory	-	-	-	-	-	-	-		
CC4211 Archives	-	22,062	7,940	268	30,270	(700)	29,570		
CC4261 Ecumenical Committee	-	-	250	-	250	-	250		
CC4311 Development	-	158,690	18,913	4,688	182,291	-	182,291		
CC4312 Annual Fund	-	450	39,039	5	39,494	-	39,494		
CC4411 General Convention	-	-	-	-	-	-	-		
<b>Totals</b>	<b>16,248</b>	<b>1,083,775</b>	<b>308,468</b>	<b>39,003</b>	<b>1,447,494</b>	<b>(27,043)</b>	<b>1,420,451</b>		

**Facilities and Administration: Operational Budget** (see table on page 43)

The total 2018 net budget for this area is \$1,345,079. The 2017 core budget total was \$1,485,894.

• Administrative Services: 5000

This line contains compensation for assigned staff. This budget reflects the realignment of staff between departments, as well as a reduction in hours worked for certain staff.

• Treasurer's Office: 5011

This cost center includes support expenses of \$40,600 (office supplies, licenses, dues) along with outside service fees, including payroll and audit, totaling \$83,500. The cost center overall shows a net inflow, as the Treasurer's Office receives \$122,000 in fee income for financial and administrative services provided. The largest sources of fee income are the Cathedral Church of St. Paul (\$63,000) and the Trustees of Donations (\$34,000). In addition, the administrative services area receives \$25,000 per year from the Stokes Fund program to cover administrative costs associated with the loan program (see cost center 5511).

• Human Resources: 5021

Consultants supplement this function as needed (\$6,000).

• Information Technology: 5031

The costs in this area cover important aspects of our operations including networking, software and hardware, Internet, telephone and conferencing, and office equipment. These costs are partially offset by fees received from the Cathedral Church of St. Paul (\$40,200).

• Risk Management: 5041

This amount is adjusted to \$72,649, based on projections related to the cost of insurance.

• Investments: 5051

State Street receives a quarterly fee for the administration of a pooled income fund (estimated market value under \$150,000) for making the required distributions to the beneficiaries and tax reporting. The projected annual cost for 2018 is \$6,000.

• Boston, 138 Tremont Street: 5111

Included in this budget cost center is \$450,000 for payment in lieu of rent to the Cathedral Church of St. Paul and approximately \$54,550 for office equipment and postage.

• Brookline, 40 Prescott Street: 5121

Cost of maintaining this property is budgeted at \$20,000. A part-time staff member is budgeted in the compensation section.

• Boston, Commercial Wharf, Unit 6: 5122

This cost center reflects \$15,000 in condominium fees for the bishop's residence offset by a credit of \$42,408 which reflects the reduction in the bishop's cash salary in exchange for diocesan-provided housing. The size of the credit was set using the Church Pension Fund's "30% rule."

- Allston property: 5125

The property reverted back to the diocese in 2009 after the Church of St. Luke and St. Margaret closed. The diocese has been paying for its upkeep ever since receiving direct title of the property. Bishop Gates, staff and Standing Committee continue to discern the feasibility and formulation of a strategic plan for an alternative use for this property. The Operational Budget allocation for this property is \$34,000 in 2018. A part-time staff member also provides services and that cost is included in the compensation line. Some of this expense is offset by rental of the rectory to the Life Together program and by other occasional uses of the building by other groups who pay a fee for use of space.

- Diocesan Properties: 5141

This cost center includes \$10,000 for a consultants on the status and sales of diocesan properties and \$30,000 to be added to the reserve for property maintenance established formally by Diocesan Council in January 2015 and seeded with \$650,000, bringing the total in the reserve, before expenses, to \$720,000.

- Diocesan Equipment: 5142

An amount of \$12,500 to be added to a reserve fund to replace or purchase new capital equipment (computers, servers, copiers, etc.) formally established by Diocesan Council in 2015 and seeded with \$150,000. Net of purchases the balance of the fund at the end of the third quarter of 2017 was \$96,000.

**Facilities and Administration - Operations  
2018 Budget, 2017 Budget and 2016 Actual**

	2018 Budget						2017 Budget
	Compensation & Benefits	Operational & Support Svcs	Mgt and Prof Svcs	Total Expenses (Gross)	Revenue Offset	Total 2018 Budget (Net)	Total Expenses (Gross)
<b>2017 Budget</b>							
CC5000 Administrative Services	612,845	-	-	612,845	-	612,845	773,556
CC5011 Treasurer's Office	-	40,600	83,500	124,100	(122,000)	2,100	124,100
CC5021 Human Resources	-	-	6,000	6,000	-	6,000	10,500
CC5031 Information Technology	-	76,000	-	76,000	(40,200)	35,800	76,000
CC5041 Risk Management	-	-	72,649	72,649	-	72,649	78,400
CC5051 Investments	-	-	6,000	6,000	-	6,000	6,000
CC5111 Boston, 138 Tremont Street	-	504,550	-	504,550	-	504,550	504,550
CC5121 Brookline, 40 Prescott Street	13,021	20,000	-	33,021	-	33,021	20,000
CC5122 Boston, Commercial Wharf Unit 6	-	15,000	-	15,000	(42,408)	(27,408)	15,000
CC5125 Allston property	13,022	34,000	-	47,022	-	47,022	34,000
CC5141 Diocesan Properties	-	30,000	10,000	40,000	-	40,000	46,249
CC5142 Diocesan equipment	-	12,500	-	12,500	-	12,500	12,500
<b>Totals</b>	<b>638,888</b>	<b>732,650</b>	<b>178,149</b>	<b>1,549,687</b>	<b>(204,608)</b>	<b>1,345,079</b>	<b>1,700,855</b>
	2016 Actual						
	Compensation & Benefits	Operational & Support Svcs	Mgt and Prof Svcs	Total Expenses (Gross)	Revenue Offset	Total	
<b>2016 Actual</b>							
CC5000 Administrative Services	636,803	-	-	636,803	(122,559)	514,244	
CC5011 Treasurer's Office	473	34,109	91,408	125,990	-	125,990	
CC5021 Human Resources	3,650	5,448	750	9,848	-	9,848	
CC5031 Information Technology	-	55,451	-	55,451	(40,200)	15,251	
CC5041 Risk Management	-	-	80,585	80,585	(12,000)	68,585	
CC5051 Investments	-	-	5,036	5,036	-	5,036	
CC5111 Boston, 138 Tremont Street	495	501,958	856	503,309	(5,000)	498,309	
CC5121 Brookline, 40 Prescott Street	18,178	2,247	-	20,425	-	20,425	
CC5122 Boston, Commercial Wharf Unit 6	-	15,346	-	15,346	(40,761)	(25,415)	
CC5125 Allston property	14,563	10,204	10,783	35,550	(12,700)	22,850	
<b>Totals</b>	<b>674,162</b>	<b>624,763</b>	<b>189,418</b>	<b>1,488,343</b>	<b>(233,220)</b>	<b>1,255,123</b>	

## **Proceeds from Closed Congregations: Additional Information**

The proceeds of sales from these churches, closed before 2006, were added to the Fund for Congregational Vitality by vote of Diocesan Council: St. John's, East Boston; the Church of Our Saviour, Roslindale; and the Church of the Holy Nativity, Seekonk.

The following congregations have closed in recent years:

- St. George's Church, Maynard - 2006
- Church of the Holy Trinity, Marlborough - 2008
- St. Luke's Church, Malden - 2008
- St. Andrew's Church, Belmont - 2008
- Church of St. Matthew and The Redeemer, South Boston - 2008
- St. Alban's Church, Lynn - 2009
- St. Augustine's Church, Lawrence - 2009
- St. David's Church, Halifax - 2009
- St. Paul's Church, Brockton - 2010
- St. Luke's and St. Margaret's Church, Allston - 2010
- St. Paul's Church, Millis - 2010
- St. Andrew's Church of the Deaf, Natick - 2011
- Trinity Church, Weymouth - 2013
- Christ Church, Somerville - 2013
- St. David's Church, Pepperell - 2013
- Church of the Holy Spirit, Wayland closed in 2016 but a final accounting of the proceeds awaits resolution.

In the transition surrounding a church closing, diocesan staff provide support and services of all kinds. At the end of the closing process, the remaining assets are transferred to the diocese, for Diocesan Council to allocate. In February 2011, Council created a new Fund for Congregational Vitality from 50% of the net proceeds for the above congregations (except Brockton). The balance of the fund as of June 30, 2017, was \$4,635,941. It produces \$161,200 for the Operational Budget to support congregational development around the diocese.

The remaining 50% has been available for distribution by Council. In early 2013, Council approved the appropriation of up to \$1.2 million from the remaining 50% of the uncommitted net proceeds to go toward a renovation project at St. Luke's-San Lucas in Chelsea for its food and clothing programs.

In 2014, Diocesan Council implemented a streamlined application process to discern how best to distribute proceeds for the ministry of our diocese.

The table on page 46 shows status of the proceeds for 13 of the closed congregations:

*Proceeds*—Gross revenue from sales and transfers of endowments

*Direct Costs*—Brokerage fees, if any; legal and zoning; preparing the property for market; past-due assessments and loans; staff and archive costs

*Net Proceeds*—Direct costs subtracted from proceeds

*Net Margin on Proceeds*—The percentage of the proceeds available after costs

*50% of Net Proceeds*—50% of the net proceeds is invested in the Fund for Congregational Vitality; the other 50% is available for the stewardship process

*Designated or expended to date*—In advance of the stewardship process, Diocesan Council allocated some of the proceeds as follows:

- Malden: \$261,154 to help fund a clergy salary at St. John's Church, Saugus, where a majority of the Malden congregation now worships
- Belmont: \$289,894 to help fund a clergy salary, interns and program at the Church of the Good Shepherd, Watertown, an experiment in building family ministry, and to fund half an Urban Resident grant at St. James's Church, Cambridge. In addition, as part of its closing process, St. Andrew's Church, Belmont provided \$60,000 for the Ndumberi, Kenya, Mothers' Union, \$5,000 for expenses related to the Ndumberi grant and a \$10,000 grant to Jubilee Ministries to help administer the Ndumberi grant.
- South Boston: \$527,832 to St. Mary's Church, Dorchester, at the request of the closing church and the deanery, for building repair, and to pay for half of the cost of an Urban Resident

*Available*—As of June 30, 2017, the balance is \$8,154.

**Episcopal Diocese of Massachusetts**  
**Use of Proceeds from Closed Parishes Summary**  
**As of June 30, 2017**

<u>Parish</u>	<u>Gross Proceeds</u>	<u>Less Direct Costs</u>	<u>Net Proceeds</u>	<u>50% of Net Proceeds</u>	<u>Expended through 2014</u>	<u>Available</u>
Maynard	392,507	(156,858)	235,649	117,825	-	117,825
Marlborough	317,427	(56,205)	261,222	130,611	-	130,611
Malden	611,007	(88,698)	522,309	261,154	(261,154)	-
Belmont	1,106,318	(39,797)	1,066,521	533,261	(349,894)	183,367
South Boston	1,106,939	(51,276)	1,055,664	527,832	(527,832)	-
Lynn	619,978	(153,451)	466,527	233,264	-	233,264
Lawrence	202,609	(73,837)	128,772	64,386	-	64,386
Halifax	249,880	(81,169)	168,711	84,356	-	84,356
Mills	448,030	(89,640)	358,390	179,195	-	179,195
Natick	255,287	(12,063)	243,224	121,612	-	121,612
Weymouth	667,724	(175,760)	491,964	245,982	-	245,982
Somerville	746,280	(84,411)	661,869	330,935	-	330,935
Pepperell	160,388	(119,742)	40,646	20,323	-	20,323
	<b>6,884,374</b>	<b>(1,182,907)</b>	<b>5,701,468</b>	<b>2,850,734</b>	<b>(1,138,880)</b>	<b>1,711,854</b>

Additional commitments & Date of Council vote:

2/28/2013	Committed to Chelsea renovation project	(1,200,000)
9/4/2013	Committed to Allston property renovation project	(50,000)
9/6/2014	Committed to Lynn, St. Stephen's for restoration of church and parish house	(100,000)
9/6/2014	Committed to Weymouth, Holy Nativity for support of members from Trinity	(50,000)
1/23/2015	Committed to All Saints, Whitman to support Clergy salary (Years 1-3)	(30,000)
2/26/2015	Committed to Grace, New Bedford as matching grant for capital improvements	(150,000)
2/26/2015	Committed to St. Andrew's, New Bedford for capital improvements	(50,000)
5/21/2015	Committed to Christ Church, Medway for the parish's kitchen improvement project	(35,000)

Less amount budgeted in 2014 and 2015 to be reimbursed from closed churches  
 May 2015 Diocesan Council allocation of Pepperell loan proceeds

**Available Funds as of 6/30/2017**

(77,625)
38,925
<b>\$ 8,154</b>



## **Together Now Campaign: Additional Information**

Together Now, a \$20-million diocesanwide fundraising campaign, officially began with approval of the 2011 Diocesan Convention, offering a vital and living expression of the mission strategy of the diocese. Its array of initiatives intend to build up congregational life and mission through collaboration and by expanding the reach of already successful diocesan programs in five broad areas: \$2 million as a tithe for global mission work; \$2 million for environmental stewardship through green grants and loans; \$4.5 million to create regional mission hubs and a Mission Institute (the latter a collaboration with Episcopal City Mission and Episcopal Divinity School); \$7.5 million for ongoing and expanded ministry programs with children, youth and young adults, including the Barbara C. Harris Camp and Conference Center; and \$4 million for renovations to the Cathedral Church of St. Paul to make it more accessible, more energy efficient and better configured to both host and model innovative worship, ministry and public witness.

In addition, congregations were invited to partner with the diocesan effort by participating in collaborative campaigns. These joint campaigns enabled congregations to grow their already successful ministries or invest in infrastructure or endowment. Participating congregations received professional counsel and returned 30% of the funds raised to the diocesan effort, while keeping 70% for their local priorities.

Formal fundraising concluded in 2013, and by all accounts the endeavor was a rousing success—a testament to the generosity of Episcopalians offering witness to God’s bounty in their lives.

Campaign highlights:

- 100% of the congregations of the diocese elected to participate.
- Nearly 4,000 individual gifts and pledges have been offered.
- Just more than \$20 million was raised for diocesan campaign initiatives.
- An additional \$11.8 million has been raised by 39 local collaborative campaigns, bringing the total raised across the diocese to just under \$32 million.
- In the spring-summer of 2016 three more parishes completed collaborative campaigns. The diocesan portion added additional money for the Mission Hub Initiative totaling approximately \$290,000.

The June 30, 2017, cash flow chart on page 49 reflects the collections of pledges and contributions from individuals and congregations, designated gifts as well as unrestricted gifts. An amount of \$8,987,930 has been returned to collaborative campaign parishes. Expenses fall into two categories: “Direct Campaign Expenses” which reflect money spent on the implementation of the campaign initiatives and “Other Expenses” which are costs associated with fundraising: consultations, fees and expenses. Under “Direct Campaign Expenses,” the funds designated to the Barbara C. Harris Camp and Conference Center are included in the Youth and Young Adult column. Likewise, the Cederholm Cottage falls under the Camp and Conference Center column. Now that construction is complete, the Cathedral Church of St. Paul has received its campaign payments in full. Under “Other Expenses,” the total amount spent on direct fundraising costs is slightly above 10% of the total raised for the diocesan portion, but when compared to the total raised across the diocese (approximately \$32 million), the percentage is a very favorable 8.3%.

Since the fundraising portion of the campaign began nearly five years ago, \$27,273,161, or 85%, of the total amount pledged has been received, thanks to the generosity and faithfulness of our donors. We hope that donors will continue to fulfill pledges in full so that all of the funds committed to the campaign initiatives can continue to be expended for God's mission across the diocese and beyond.

In May 2015, Diocesan Council voted to pledge \$600,000 from the General Endowment Fund over three years to support funding for the mission hubs. This money is to offset two large gifts that were made at the time of the campaign but did not realize any actual cash flow into the campaign budget. One was a matching gift to the Bishop Masereka Christian Foundation in the amount of \$250,000, and the other was a gift for Life Together, in the amount of \$350,000, which was not intended for the expansion of Life Together but for its existing budget.

A chart of Together Now campaign allocations is on page 50.

**Together Now Campaign**  
**Cash Basis Revenues and Expenses**  
**From Inception to June 30, 2017**

	<u>General Restriction</u>	<u>Mission Tithe</u>	<u>Environmental Initiatives</u>	<u>Mission Hubs</u>	<u>Mission Institute</u>	<u>Y&amp;Y Adults</u>	<u>Cathedral Renovations</u>	<u>Total</u>
<b>Revenues</b>								
Leadership Gifts	9,554,520	-	750	827,219	421,725	700,295	1,339,933	12,844,442
Collaborative Gifts from parishes (100% gross)	13,042,432	-	-	-	-	-	-	13,042,432
In pew collections	1,386,287	-	-	-	-	-	-	1,386,287
Contribution from the Diocese	-	250,000	-	-	-	350,000	-	600,000
Fees	-	800	630	160,744	-	-	-	162,174
Interest Income	1,684	-	30,165	-	-	-	-	31,849
<b>Gross Revenue</b>	<b>23,984,923</b>	<b>250,800</b>	<b>31,545</b>	<b>987,963</b>	<b>421,725</b>	<b>1,050,295</b>	<b>1,339,933</b>	<b>28,067,184</b>
Less payments to collaborating parishes to date (70%)	-8,987,930	-	-	-	-	-	-	-8,987,930
Less Admin Fee (3%) on collaborating parish payments	-215,099	-	-	-	-	-	-	-215,099
<b>Net Revenues</b>	<b>14,781,894</b>	<b>250,800</b>	<b>31,545</b>	<b>987,963</b>	<b>421,725</b>	<b>1,050,295</b>	<b>1,339,933</b>	<b>18,864,155</b>
<b>Direct Expenses</b>								
Compensation and benefits	659,783	152,156	11,000	2,579,774	258	-	-	3,402,971
Direct Campaign Expenses, non compensation	-	898,090	882,026	259,233	682,268	2,597,000	3,850,000	9,168,617
Loans	-	-	551,332	-	-	-	-	551,332
Direct Program Expenses	-	5,055	2,365	460,677	-	-	-	468,097
<b>Total Direct Expenses</b>	<b>659,783</b>	<b>1,055,301</b>	<b>1,446,723</b>	<b>3,299,684</b>	<b>682,526</b>	<b>2,597,000</b>	<b>3,850,000</b>	<b>13,591,017</b>
<b>Other Expenses</b>								
Operating and staff support	716,232	20,049	4,453	203,229	151	50	-	944,164
Technology costs	3,479	-	-	2,086	-	-	-	5,565
Facilities and other services	-	-	-	12,832	-	30,160	-	42,992
Management and professional services	1,942,779	57	3,780	900	-	-	-	1,947,516
<b>Total Other Expenses</b>	<b>2,662,490</b>	<b>20,106</b>	<b>8,233</b>	<b>219,047</b>	<b>151</b>	<b>30,210</b>	<b>-</b>	<b>2,940,237</b>
<b>Total Expense</b>	<b>3,322,273</b>	<b>1,075,407</b>	<b>1,454,956</b>	<b>3,518,731</b>	<b>682,677</b>	<b>2,627,210</b>	<b>3,850,000</b>	<b>16,531,254</b>
<b>Net Cash Inflow from inception</b>	<b>11,459,621</b>	<b>-824,607</b>	<b>-1,423,411</b>	<b>-2,530,768</b>	<b>-260,952</b>	<b>-1,576,915</b>	<b>-2,510,067</b>	<b>2,332,901</b>

CAMPAIGN BUDGET	MISSION HUBS	ST STEPHENS SOUTH END and LIFE TOGETHER	GREEN GRANTS AND LOANS	CATHEDRAL	CAMP	MISSION INSTITUTE	MISSION TITHE	NET CAMPAIGN EXPENSES	RESERVES	TOTAL
<b>INITIAL ALLOCATION</b>	<b>6,500,000</b>	-	<b>2,000,000</b>	<b>4,000,000</b>	<b>2,000,000</b>	<b>1,000,000</b>	<b>2,000,000</b>	<b>2,500,000</b>	-	<b>20,000,000</b>
previously presented reallocation (1)	250,000	-	(100,000)	(150,000)	-	-	-	-	-	-
separate St Stephens SE (2)	(500,000)	500,000	-	-	-	-	-	-	-	-
additional admin/consultants (800,000)	(800,000)	-	-	-	-	-	-	800,000	-	-
<b>RUNNING TOTAL (A)</b>	<b>5,450,000</b>	<b>500,000</b>	<b>1,900,000</b>	<b>3,850,000</b>	<b>2,000,000</b>	<b>1,000,000</b>	<b>2,000,000</b>	<b>3,300,000</b>	-	<b>20,000,000</b>
ECM pledge for Life Together (3)	-	(350,000)	-	-	-	-	-	-	-	(350,000)
pledge for Bp Masereka Fdn (US) (4)	-	-	-	-	-	-	(250,000)	-	-	(250,000)
Diocesan matching grant (5)	-	350,000	-	-	-	-	250,000	-	-	600,000
transfer (6)	240,000	-	-	-	-	(240,000)	-	-	-	-
transfer (7)	(167,000)	-	-	-	-	167,000	-	-	-	-
<b>RUNNING TOTAL (B)</b>	<b>5,523,000</b>	<b>500,000</b>	<b>1,900,000</b>	<b>3,850,000</b>	<b>2,000,000</b>	<b>927,000</b>	<b>2,000,000</b>	<b>3,300,000</b>	-	<b>20,000,000</b>
primary adjustment for reserves (8)	(290,000)	-	(140,000)	-	-	(60,000)	(145,000)	-	635,000	-
secondary adjustment for reserves (8)	-	-	-	(170,000)	(145,000)	-	-	-	315,000	-
<b>CURRENT ALLOCATION</b>	<b>5,233,000</b>	<b>500,000</b>	<b>1,760,000</b>	<b>3,680,000</b>	<b>1,855,000</b>	<b>867,000</b>	<b>1,855,000</b>	<b>3,300,000</b>	<b>950,000</b>	<b>20,000,000</b>

**NOTES, ASSUMPTIONS, AND ACTIONS**

- (1) Earlier re-allocation decision
- (2) Grant directed to programs at St Stephen's South End is separated from Mission Hubs budget
- (3) The ECM pledge for Life Together supports activities budgeted through the supplemental budget
- (4) The campaign accepted an anonymous pledge to support the Bishop Masereka Foundation (US) directly
- (5) The Diocesan Council approved a new unrestricted \$600,000 grant to match the ECM/Life-Together and Bp Masereka Foundation (US) pledges
- (6) Transfers \$240,000 from the Mission Institute target funding to the Mission Hubs
- (7) Transfers \$167,000 from the Mission Hub target funding to the Mission Institute, approved by Diocesan Council in September 2017.
- (8) Establishes a reserve of \$950,000 against delinquent and incomplete pledges. The Cathedral and Camp will not be charged unless more than \$635,000 is needed.

## **Detailed Income from Investments: Endowment Funds**

The financial operations of the diocese are supported by various endowment funds. Endowment funds fall within one of three categories: Agency Endowment Funds; Trust Endowment Funds at the direction of the Trustees of Donations; and Trust Investment Funds known as Bishop's Directed Funds.

### **Agency Endowment Funds** (see table on page 56)

Agency Endowment Funds are funds owned outright by the diocese. The treasurer and Diocesan Council are ultimately responsible for the investment and use of these funds. Diocesan Council relies on its Financial Advisory Committee to monitor these funds, and the Council has in place a written Investment Policy Statement (see [www.diomass.org/inside/docs/investment-policy-statement](http://www.diomass.org/inside/docs/investment-policy-statement)). In the audited financial statements of the diocese, the Agency Funds are included as "Investments" within the listing of Assets of the Diocese. As of Dec. 31, 2016, the reported value of Investments was \$35,735,736.

All Agency Endowment Funds are owned by the diocese and thus controlled directly by Diocesan Council. The spending policy draws from these funds are voted by either Diocesan Convention as part of the annual budget consideration or by Diocesan Council as needed during the year.

Each fund has a history. Some are created by a gift or bequest, at times accompanied with a firm restriction or gentle guidance about the intended use of the gift. Some funds are created by Diocesan Council; in these instances, future Council actions can revise or reverse the initial conditions applied. There are a variety of legal considerations, including what happens when the original intentions for a gift cannot be fulfilled. The Trustees of Donations and the chancellor of the diocese can provide guidance when questions arise.

From a budget preparation perspective, our current approach is to draft a budget that addresses the current needs of the diocese and see whether the preferred budget is consistent with fund restrictions. Note that most of the diocesan operational revenue is from congregational assessments and unrestricted endowment income, so the issue of fund restrictions arises for just a small part of the budget. Furthermore, many restrictions are consistent with current needs. Only in a few cases are there specific cost centers or programs designed to fulfill specific fund restrictions.

### **Description of Agency Funds**

This section of the budget book provides some additional information about the history and use of the agency funds (i.e., those legally owned by the diocese) that support the budget. The information presented here is based on primary and secondary sources. It should be viewed as our best information at this point, but not necessarily the final word or authority.

### ***Unrestricted***

- The General Endowment Fund (DIT 7002X, proposed draw \$116,133)

This fund is special since it serves as the "cushion" and first source of funds when extraordinary circumstances arise. In recent years, Diocesan Council has voted to withdraw funds to help pay for the recent and future episcopal elections and transitions, to establish reserves for property and equipment maintenance, to acquire a residence and fund mortgages for the bishops, and to help pay for HVAC renovations to the 138 Tremont buildings maintained by the Cathedral Church of St. Paul. This fund is also currently designated as the primary investment account for unrestricted bequests and gifts.

### ***Council Designation for Reserves***

- The Reserve Endowment Fund (Fidelity Short Term Bond, draw as needed)

In January 2015, Diocesan Council established three new reserve accounts for property maintenance, episcopal elections and capital equipment, and it transferred \$1,050,000 from the General Endowment Fund to a Fidelity short term bond fund to support these reserves. The creation of these accounts reduces the need to draw upon the General Endowment Fund for capital needs. The Executive Committee of Diocesan Council responds to requests for funding from these accounts. Note, this fund is not listed on page 56 since it does not contribute to the Operational Budget revenue from agency endowments.

### ***Council Designation of Closed Parish Proceeds***

- The Fund for Congregational Vitality (DIT 7004I, proposed draw \$161,200)

This fund was initially established in 2011 with half of the net proceeds from nine closed congregations. Since then, Council has followed the same policy of putting a portion of proceeds from other closed congregations into this endowment fund. In addition, Council has consolidated existing endowment funds that were also created through the proceeds of closed congregations going back to the mid-1980's. A full list of all the congregations that have contributed to the Fund for Congregational Vitality is on page 44. The spending draw from this fund helps pay for the congregational grant programs, cost centers 2011 and 2012.

- Deaf Ministry Endowment (DIT 7004H, proposed draw \$26,559)

The annual draw supports congregational grants. This fund stems from one-half of the resources of the closed congregation, St. Andrew's of the Deaf, and Diocesan Council has kept these proceeds separate from its "use of closed parish proceeds" grant process. Instead, the fund is currently used to support the grants supplied through cost center 2015.

- Endowment Fund - Roslindale (DIT 7002Z, proposed draw \$3,992)

The fund was established from the endowment fund from Our Saviour, Roslindale, which closed in 1987. When Council initially received these funds in 1992, it set a policy, continued since then, to provide half of the annual draw to Emmanuel, West Roxbury and the other half for diocesan programs. In 2011, half of the fund proceeds were transferred to the Fund for Congregational Vitality, and subsequent budgets have granted the full draw from this fund to Emmanuel through cost center 2014.

### ***Restricted Funds***

- John B. Coburn Endowment Fund (DIT 7002C, proposed draw \$55,433)

The Rt. Rev. John B. Coburn, the 13th bishop, served from 1976 to 1986. Upon his retirement, Council established this fund in his honor to support "a Chair of Theology for the Mission of the Church." The Coburn Fund is used to support theological programs and to bring visiting scholars to our diocese in ways that will support congregational ministry.

### ***Council Designation of Proceeds from the 1964 Diocesan Advance Fund (DAF)***

In 1964 the people of the diocese led a \$5-million campaign, called the Diocesan Advance Fund, and Council subsequently created several endowment accounts from part of the proceeds.

- DAF Bishop Nash Fund (DIT 7002M, proposed draw \$9,145)

The Rt. Rev. Norman Nash was the 10th bishop, serving from 1947 to 1956. This fund in his honor supports the clergy sabbatical program, cost center 1211.

- Clergy Salary Fund (DIT 7002N, proposed draw \$33,583)

This fund was established to provide support for parish-based clergy, and the Strategic Ministries area of the budget is the current implementation of this policy (e.g., cost centers 3231, 3241, 3251, 3341, 3351).

- Campus Ministries Fund (DIT 7002U, proposed draw \$10,565)  
Supporting campus ministry was a goal of the DAF, and this work continues in the Strategic Ministries area, cost centers 3111 through 3171.

- Stokes Loan Program (Fidelity Short Term Bond Fund, ongoing loan program)  
More than half of the DAF proceeds went to support parish buildings, through grants for new construction and to seed an ongoing loan program. The loan program continues to this day, and is named in honor of the Rt. Rev. Anson P. Stokes III, who served as the 11th bishop from 1956 to 1970 (and during the Diocesan Advance Fund campaign).

### ***Council Designation of Proceeds from the 1983 Adventure In Mission (AIM) Campaign***

In 1983 the people of the diocese led another campaign, called Adventure In Mission. Again, Council created several endowment funds from a portion of the proceeds.

- AIM Christian Witness in Education (DIT 7003C, proposed draw \$42,089)  
This continues the effort to support campus ministries in cost centers 3111 through 3171.

- Youth on Mission (DIT 7003E, proposed draw \$7,977)  
This fund supports the diocesan youth program, in cost center 3011.

- AIM William Coolidge Endowment Fund (DIT 7003F, proposed draw \$166,070)  
This fund provides broad support for programs offered in the Support for Congregations and Strategic Ministries areas of the budget.

- AIM Hospital Ministry (DIT 7002J, proposed draw \$25,413)  
Hospital ministry was a part of both the DAF and the AIM campaigns, and archival evidence suggests that this fund has its roots in the 1960s DAF drive. In recent years, hospital ministry has not had a high profile in the annual budget. The clergy supported through various cost centers do provide hospital ministry as a regular part of their service.

### ***Other Various Council Designations***

- Frederick C. Lawrence/Rhineland Fund (DIT 7002P, proposed draw \$11,208)  
The Rt. Rev. Frederick C. Lawrence was bishop suffragan from 1956 to 1968. He also served as the chairman of the Bishop Rhineland Foundation, which provided support for Harvard-Radcliffe chaplaincy. Council established a fund in his honor upon his retirement, and for the next 12 years the draw supported the Foundation. More recently, the draw has supported college ministry work in Cambridge through the Life Together program and the MIT chaplaincy.

- African Scholarship Fund (DIT 7002E, proposed draw \$11,531)  
Council created this fund in 1988 for a scholarship program for African students, currently supported through the MSASA program, cost center 1213.

- Endowment for Maintenance (DIT 7002G, proposed draw \$8,911)  
Council in 1990 created this fund with the proceeds of a bequest. The written record from that time recommended that future Councils direct one-third of future bequests to this fund account, at least until it reached a balance of \$500,000. In January 2015 Council voted to establish the Reserve Endowment Fund (described above) and to formally replace the 1990 policy. The motivation to do so was to separate the ministry of maintenance from the random arrival of bequests. The spending draw from this existing endowment account will continue to support regular maintenance needs through cost centers 5111 through 5125.

- Seminarian Education Endowment Fund (DIT 7004E, proposed draw \$55,907)  
Created to support seminarian education through the scholarship program in cost center 1312.



### ***Council Designation of Proceeds from Other Properties***

- Eliza Gray Case TRS P E C (DIT 7002T, proposed draw \$136,477)

Council received these funds when the Eliza Gray Case home was sold. The legal review of the sale determined that the funds can be used for the Sherrill House in Boston, for general purposes of the diocese or for purposes in southeast Massachusetts. The current application is to support the Bristol County Case Grants program, cost center 2013.

- House of Mercy Fund (DIT 7002Y, proposed draw \$32,017)

Council received these funds when the Works of Mercy was dissolved in 1975. The current application is to support grants through the 12 deanery assemblies for community outreach programs, cost center 2022.

### ***Designation of Gifts and Bequests for Diocesan Operations***

These funds provide general support for diocesan operations through the Operational Budget:

- Adelaide R. Harris Fund (DIT 7002S, proposed draw \$224)
- R. W. Chisolm Fund (DIT 7003R, proposed draw \$4,123)

### ***Designation of Gifts and Bequests for Diocesan Programs***

- Thomas M. Coffin Fund (DIT 8000V, proposed draw \$5,760)

Established in 1939 “for needy churches in the diocese,” currently applied to the Strategic Ministries area.

- A. E. Emery Camp Dennen Fund (DIT 7002O, proposed draw \$1,975)

Established by a bequest in 1976, currently used to provide a grant to the Barbara C. Harris Camp and Conference Center, cost center 3921.

- Harriet G. Averill Fund (DIT 7002L, proposed draw \$1,765)

Established by a bequest in 1976, for equal sized grants to American Indian Missions and to the United Thank Offering. The current application supports a grant to the Native American Lillian Valley School in Idaho, cost center 3952.

- Caroline C. Haskett Fund (draw 7002R, proposed draw \$89)

A small fund established in 1978, identified for support of Church Home Society and orphan children. Given the size of the draw, it is implicitly used for basic infrastructure support for the Church Home Society operations.

- Jessie B. Cox Fund (DIT 7003A, proposed draw \$34,802)

Established in 1980, this draw supports recently ordained clergy in training under the supervision of an experienced clergy person. The current application supports the Urban Resident program in cost center 3411.

- William V. Tripp Jr. Memorial Fund (DIT 7003B, proposed draw \$44,575)

Established in 1987 to support the position of diocesan youth minister, cost center 3011.

- C.L.T. Lee / B. Wong Fund (DIT 7002D, proposed draw \$5,071)

Established in 1988 to support ministry among Asian Americans, cost center 3311.

### ***Designation of Gifts and Bequests for Parishes***

- Abby Jackson Fund (DIT 8000W, proposed draw \$3,243)

Established in 1939 to support grants to Christ Church, Plymouth, included in cost center 2014.

- Amelia Grant Schwarz Fund (DIT 7002W, proposed draw \$21,768)

Established in 1947 to provide an annual grant for the housing costs of the rector of St. John’s, Sharon, included in cost center 2014.



### ***Designation of Gifts and Bequests for the Bishop***

- Maurine C. Coburn Trust (DIT 7003D, proposed draw \$7,525)

Established in 1987 for assistance of clergy at the discretion of the bishop, included in cost center 4011.

- Bishop's Entertainment Fund (DIT 8000X, proposed draw \$6,958, plus 16,000 shares Proctor & Gamble, projected \$42,400 in dividend income)

Both the DIT fund and the share holdings are related to a single gift in 1969 for the bishop to provide hospitality for clergy and visitors. In recent years this income has subsidized the annual clergy conference.

- Frederick A. Reeve Fund (DIT 8000T, proposed draw \$9,716)

Established in 1991 for use by the bishop, included in cost center 4011.

<b>AGENCY ENDOWMENTS</b>		<b>Market Value of</b>	
		<b>Fund -</b>	<b>4% Draw</b>
		<b>6/30/2017</b>	
D7002X	GENERAL ENDOWMENT FUND	3,183,534	116,133
D7002C	JOHN B COBURN ENDOWMENT FUND	1,453,810	55,433
D7002D	C.L.T. LEE / B. WONG FUND	132,933	5,071
D7002E	AFRICAN SCHOLARSHIP FUND	302,427	11,531
D7002G	ENDOWMENT FOR MAINTENANCE	233,723	8,911
D7002J	AIM / HOSPITAL MINISTRY	664,080	25,413
D7002L	HARRIET G AVERILL FUND	46,293	1,765
D7002M	D A F BISHOP NASH FUND	239,843	9,145
D7002N	CLERGY SALARY FUND	880,772	33,583
D7002O	A E EMERY CAMP DENNEN FUND	51,804	1,975
D7002P	FREDRICK C LAWRENCE/RHINELANDER FUND	293,946	11,208
D7002R	CAROLINE C HASKETT FUND	2,342	89
D7002S	ADELAIDE R HARRIS FUND	5,872	224
D7002T	THE ELIZA GRAY CASE TRS P E C	3,578,804	136,477
D7002U	CAMPUS MINISTRIES FUND	277,080	10,565
D7002W	AMELIA GRANT SCHWARZ FUND	554,956	21,768
D7002Y	HOUSE OF MERCY FUND	839,699	32,017
D7002Z	ENDOWMENT FUND - ROSLINDALE	104,572	3,992
D7003A	THE JESSIE B COX FUND	912,728	34,802
D7003B	WILLIAM V. TRIPP JR. MEMORIAL FUND	1,169,033	44,575
D7003C	AIM CHRISTIAN WITNESS IN EDUC	1,103,850	42,089
D7003D	MAURINE C COBURN TRUST	197,343	7,525
D7003E	YOUTH ON MISSION	209,213	7,977
D7003F	AIM WILLIAM COOLIDGE ENDOWMENT FD	4,355,422	166,070
D7003R	W. CHISOLM FUND	108,129	4,123
D7004E	SEMINARIAN EDUCATIONAL ENDOWMENT	1,466,152	55,907
D7004H	DEAF MINISTRY ENDOWMENT	718,152	26,559
D7004I	FUND FOR CONGREGATIONAL VITALITY	4,635,941	161,200
D8000T	FREDERICK A REEVE FUND	254,790	9,716
D8000V	THOMAS M COFFIN FUND	151,033	5,760
D8000W	A. JACKSON FUND	85,018	3,243
D8000X	BISHOPS ENTERTAINMENT	182,462	6,958
<b>TOTAL</b>		<b>28,395,756</b>	<b>1,061,804</b>

## **Trust Endowment Funds at the Direction of Trustees of Donations**

(see table on page 58)

Trust Endowment Funds are funds owned by trusts that are legal entities distinct from the diocese. The Trustees of Donations (TOD) manages the trusts according to conditions in the legal documents that created the trusts and identify the beneficiaries. The various legal trustees of these trusts control the investment of these funds.

Those trusts for which the diocese's claim as a beneficiary is absolute and not subject to the discretion of the trustees appear in the financial statements as "Beneficial interest in perpetual trusts" within the listing of Assets of the Diocese. As of Dec. 31, 2016, the reported value of Beneficial interest in perpetual trusts was \$32,487,338.

Almost all of the trust funds for which the diocese is a beneficiary are owned and managed by the TOD. There are three other trust funds with different trustees, and the projected income from these trusts is included as dividend income.

The TOD is the legal owner of most of the relevant trust funds and is also the investment manager for most of the agency funds directly controlled by the diocese. The TOD's investment vehicles—the Diocesan Investment Trust (DIT) Stock Fund and the DIT Bond Fund— are also available to individual parishes and other Episcopal organizations for their own agency funds. There are more than 165 DIT participants.

Twenty-eight trustees serve on the TOD. Three are diocesan officers, five are elected by Diocesan Convention, five are appointed by the bishop, and the remaining 15 are elected by the trustees themselves. Additional information about the TOD is found at [www.trusteesofdonations.org](http://www.trusteesofdonations.org).

## **Bishop's Directed Funds** (see table on page 59)

Within the business affairs of the diocese, as organized by its constitution and canons and legal incorporation within Massachusetts, the diocesan bishop is an officer of the diocese. There is no legally distinct entity distinguishing the office of the bishop from the diocese itself. However, there is a historical precedent and tradition within the Trustees of Donations to identify "the diocese" as the beneficiary of some trust funds and "the bishop" as the beneficiary of other trust funds; the latter group is known as the BDF's, the Bishop's Directed Funds.

Allocation of BDF funding among the programs of the diocese is reported as "BDF Grants." The 2018 budget includes \$685,000 of BDF grants and associated expenditures. (See summary budget table on page 15, and for more detail, see the tables on pages 12-13).

At the same time, the BDF's are also there to support true discretionary spending by the bishop, some of which is appropriately not run through the budget. This is a judgment call appropriately left to the diocesan bishop, and is a small part of the total BDF spending. For 2018, the BDF grants in the budget represent almost 92% of the available BDF income for the year.

<b>TRUST ENDOWMENTS</b>		<b>Market Value of</b>	
		<b>Fund -</b>	<b>4% Draw</b>
		<b>6/30/2017</b>	
D1140I	NORDEN MEMORIAL FUND	44,526	1,720
D2110A	SARAH A MCALLISTER FUND	3,826	147
D2110B	G & S TURNER MEMORIAL FUND	16,036	618
D2130A	SARAH T WEAVER FUND II	175,067	6,517
D4065A	ST MATTHEWS ENDOWMENT FD	175,404	6,756
D4065B	SAMUEL & EMMA DOWNING FD	9,244	356
D4065C	JOSEPH C STOREY FUND	101,791	3,921
D4065D	MARY A WILSON FUND	53,606	2,065
D4065E	A SMITH FUND FOR RECTORY MAINTENANCE	77,644	2,991
D4065G	MARTHA TERRY FUND	325	13
D5015A	AE GOVE MEMORIAL FUND	29,968	1,143
D5015C	FRANK H. BURNETT FUND	62,795	2,319
D7000A	DIOCESAN ENDOWMENT FUND	5,366,326	206,706
D7000B	VOTE OF CORP DIOCESAN FUND - VOC	2,132,274	82,132
D7000D	FAY DONATION I	278,418	10,724
D7000G	BENJAMIN LEEDS FUND - VOC	5,719,638	195,562
D7000I	CHURCHES AND CHAPELS FUND - VOC	104,766	3,996
D7001E	APPLETON FUND	57,781	2,226
D7001F	BISHOP'S FUND	1,355,649	52,218
D7001G	BISHOP OF MA SALARY FUND	170,689	6,575
D7001H	BISHOPS HOUSE FUND	280,185	10,792
D7001I	SUFFRAGAN BISHOPS FUND	1,097,118	42,259
D7001J	CAMILLA DAVENPORT FUND	42,974	1,655
D7001K	CORNELIA A FRENCH FUND	960,692	37,004
D7001L	KATHERINE FRENCH FUND	199,670	7,691
D7001O	ETHEL A CLARK FUND	1,315,980	50,690
D7001Q	MARY K D BABCOCK FD I	305,696	11,775
D7001R	MARY K D BABCOCK FD II	38,152	1,470
D7001S	JULIA K DAVEY FUND	95,005	3,659
D7001T	WILLIAM C WINSLOW FUND - VOC	13,920	533
D7001W	WK OF MERCY HARVISON FUND	51,407	1,980
D7001X	AMY YEAMES FUND	61,678	2,376
D7001Y	EDITH MUNRO FUND	26,937	1,038
D7002Q	AC BULLARD FD STUDENTS	259,210	9,984
D7003X	PATTON MEMORIAL FUND	1,401,597	53,983
D7004B	PATTON FUND FOR MAINTENANCE	115,593	4,452
D7004C	KATHERINE M. FOSTER TRUST	243,949	9,396
D7004D	FRANK H. BURNETT FUND	50,502	1,945
D9000Z	ABBY BROWN TRUST - VOC	202,408	7,796
D9001B	EDMUND F SLAFTER FUND II	253,500	9,764
<b>TOTAL</b>		<b>22,951,945</b>	<b>858,947</b>

		<b>Market Value of</b>	
		<b>Fund -</b>	
<b>UNRESTRICTED BDF ENDOWMENTS</b>		<b>6/30/2017</b>	<b>4% Draw</b>
D8000B	BISHOPS UNREST. DISCRETIONARY FUND	3,907,337	150,505
D8000D	MARIA A APPLETON DODGE FUND	1,719,370	66,228
D8000G	MARGARET KIMBALL FUND	68,775	2,649
D8000J	THOMAS NELSON MEMORIAL FUND	23,850	919
D8000K	S & F ROWE FUND	23,954	923
D8000L	VALENTINE SLATERY FUND	21,488	828
D8000P	AMELIA WORTHINGTON FUND II	654,977	25,229
D8000U	H.S. HOWE FUND	1,451,627	55,915
D9000M	SARAH H A BURNHAM FUND	1,804,269	69,498
D9000N	THERESA COOLIDGE FUND	121,894	4,695
D9000Q	ELIZA S HATFIELD FUND - VOC	1,336,415	51,477
D9000S	FRANCIS S PARKER FUND	733,978	28,272
D9000U	AGNES WINSLOW RILEY FUND	371,781	14,320
D9000V	SARAH L SLATTERY FUND	131,111	5,050
D9000X	FRANCES L WHITTEMORE FUND	154,263	5,942
D9000Y	ROBERT E TOWNSEND TRUST - VOC	90,775	3,497
		<b>12,615,866</b>	<b>485,947</b>
<b>RESTRICTED BDF ENDOWMENTS</b>			
D7001C	PERCIVAL L & JULIA A POWELL	356,927	13,748
D8000A	MONKS/STEVENS/PITTMAN	748,171	28,818
D8000C	ANNIE O BALDWIN FUND II	16,371	631
D8000E	PAULINE CONY DROWN FUND	60,260	2,321
D8000F	HILL FUND	313,186	12,063
D8000H	LAURA R LITTLE MEMORIAL FUND	59,564	2,297
D8000I	EDWARD F MCINTIRE FUND	17,786	685
D8000M	PATIENCE H SLOANE FUND	236,473	9,109
D8000N	GEORGE AUGUSTUS STRONG MEM FUND	38,042	1,469
D8000O	AMELIA WORTHINGTON FUND I	453,511	17,469
D8000Q	SHERBONDY FUND	4,564	176
D8000R	THE DILL FUND	87,717	3,379
D8000S	ANNA MUIRSON JOHNSON BELLAMY FD	28,146	1,029
D9000L	EAST CAMBRIDGE FUND - ASCENSION	90,375	3,482
D9000O	FAY DONATION II	278,418	10,724
D9000P	WILLIAM A GATCHELL FUND	883,805	34,043
D9000T	SWANSEA RESTHOUSE FUND	2,974,569	114,576
D9000W	C HARRISON SOWDON FUND - VOC	101,374	3,905
		<b>6,749,257</b>	<b>259,924</b>
<b>TOTAL</b>		<b>19,365,123</b>	<b>745,871</b>

## Grants to Congregations in 2016

<b>Congregational Development Open Grants</b>			<b>\$150,000</b>
<b>Congregation</b>	<b>City</b>	<b>Program</b>	<b>Grant Amount</b>
St. John's	Arlington	St. John's Program for Renewal and Partnership	8,000
Common Cathedral	Boston	Common Art	10,000
The Crossing	Boston	Creative Liturgy Development	9,050
Emmanuel	Boston	BostonWarm	10,000
St. Stephen's	Boston	BLOCS	10,000
St. Peter's on the Canal	Buzzards Bay	New Stove	5,845
St. Mary's	Dorchester	Podcast + Jazz Mass + Latino/Hispanic Ministry	5,200
Church of the Holy Spirit	Fall River	Congregation Recruitment and Evangelism	2,200
St. Luke's	Fall River	Educate the Children	2,080
Trinity	Haverhill	Hearing assistive/translation devices + filing cabinet	6,250
St. Stephen's	Lynn	Outdoor banners + church sign	10,000
Church of the Holy Spirit	Mattapan	Congregational and Family Development	6,680
St. Thomas'	Taunton	Children's Mass	10,000
St. Peter's	Weston	Direct Mail program	8,381
			<b>\$103,686</b>
<b>Congregational Development Targeted Grants</b>			<b>\$60,000</b>
<b>Congregation</b>	<b>City</b>	<b>Program</b>	<b>Grant Amount</b>
St. Paul's	Newburyport	Lead Collaborator salary	10,500
Grace Church	Everett	Haitian Ministry	2,500
St. John's	Holbrook	St. John's Afterschool Program	10,000
St. John's	Sandwich	Stewardship Matching Grant	8,780
St. David's	South Yarmouth	Stewardship Matching Grant	10,000
			<b>\$41,780</b>
<b>House of Mercy Deanery Grants</b>			<b>\$32,796</b>
<b>Congregation</b>	<b>City</b>	<b>Program</b>	<b>Grant Amount</b>
<b>Alewife Deanery</b>			
St. Paul's	Bedford	Haiti Nutrition	850
St. Peter's	Cambridge	Afterworks	850
Christ Church	Waltham	Diaper Depot	840
<b>Boston Harbor Deanery</b>			
Emmanuel	Boston	BostonWarm	1,900
St. Stephen's	Boston	St. Stephen's Youth Programs	428
St. Mary's	Dorchester	Madres Pa'lantes	640
<b>Cape &amp; Islands Deanery</b>			
St. Mary's Church	Barnstable	Amazing Grace of Cape Cod	2,540
St. Mary's Church	Barnstable	Addendum Grant	428
<b>Charles River Deanery</b>			
All Saints' Church	Brookline	Addendum Grant	238
<b>Concord River Deanery</b>			
St. Michael's	Holliston	Le Chef Program	1,000
St. Paul's	Natick	Menstrual management kits for Queen Esther School	1,540
<b>Merrimack Valley Deanery</b>			
St. John's	Lowell	KALEIDOSCOPE	1,640
St. Paul's	Newburyport	Food Voucher Program	900
<b>Mt. Hope/Buzzards Bay Deanery</b>			
Grace Church	New Bedford	Laundry Love	428
St. Andrew's	New Bedford	Sunday School teacher stipend	2,540
<b>Neponset River Deanery</b>			
Church of the Advent	Medfield	Cabinets for Medway House Family Shelter	765
Christ Church	Medway	Supplies for shelter and food pantries	888
St. Michael's	Milton	Safe Passage	888
<b>North Shore Deanery</b>			
All Saints of the North Shore	Danvers	Be the Light Ministry	750
All Saints of the North Shore	Danvers	Addendum Grant	214
St. Stephen's	Lynn	Strengthening Women and Families	1,790
St. Stephen's	Lynn	Addendum Grant	214

<b>South Shore Deanery</b>			
Emmanuel	Braintree	KidzCloset	635
Trinity	Marshfield	Carolina Hill	635
All Saints'	Whitman	Rehoboth Shelter	635
All Saints'	Whitman	Wellspring	635
<b>Taunton River Deanery</b>			
All Saints'	Attleboro	One Family, A Mission of Unity	1,270
All Saints'	Attleboro	Addendum Grant	214
St. Thomas	Taunton	Common Ground scholarships	1,270
St. Thomas	Taunton	Addendum Grant	214
			<u>27,780</u>
<b>Sending Serving Deanery Grants</b>			<b>\$48,000</b>
<b>Congregation</b>	<b>City</b>	<b>Program</b>	<b>Grant Amount</b>
<b>Alewife Deanery</b>			
St. Paul's	Bedford	Appalachia Service Project	755
St. Mark's	Burlington	Pumpkin Patch Ministry	385
St. James's	Cambridge	Helping Hand Food Pantry	1,805
St. James's	Somerville	ESL Education Program	350
Christ Church	Waltham	Diaper Depot	750
<b>Boston Harbor Deanery</b>			
Church of the Advent	Boston	Tuesday Community Supper	1,000
St. Stephen's	Boston	St. Stephen's Youth Programs	3,000
St. Stephen's	Boston	Addendum Grant	1,129
<b>Charles River Deanery</b>			
St. Paul's	Brookline	Embodied Prayer: Yoga	356
<b>Concord River Deanery</b>			
St. Luke's	Hudson	St. Luke's Community Suppers	120
St. Paul's	Natick	Menstrual Management kits for Queen Esther School	1,880
St. Mark's	Southborough	Summer Youth Mission with Youth Works	2,000
<b>Merrimack Valley Deanery</b>			
Trinity	Haverhill	Dinah's House	2,000
Trinity	Haverhill	Addendum Grant	350
Grace Church	Lawrence	Radio program	2,000
Grace Church	Lawrence	Addendum Grant	350
<b>Mt. Hope/Buzzards Bay Deanery</b>			
St. Andrew's Church	New Bedford	Ecuadorian pilgrimage	4,000
St. Andrew's Church	New Bedford	Addendum Grant	1,129
<b>Neponset River Deanery</b>			
St. Michael's Church	Milton	Good Friday Interfaith End Hunger Program	1,000
Emmanuel	West Roxbury	backpacks for Youth on Fire + Community Day Center	1,000
St. John's	Westwood	Honduras Service-Learning Trip	1,500
<b>North Shore Deanery</b>			
St. Peter's	Beverly	Outreach Suppers	1,000
St. Peter's	Beverly	Addendum Grant	565
St. Stephen's	Lynn	Summer Learning Program	2,000
St. Stephen's	Lynn	Addendum Grant	565
Christ Church of Hamilton & Wenham	South Hamilton	Good Company	1,000
<b>South Shore Deanery</b>			
St. John's Church	Holbrook	Family Partnerships of the Southeast Medically Complex Program	2,000
Christ Church	Quincy	Father Bill's/Mainspring	2,000
<b>Taunton River Deanery</b>			
Trinity Church	Bridgewater	J2A Pilgrimage	4,000
Trinity Church	Bridgewater	Addendum Grant	1,129
			<u>41,118</u>

**Case Trust and Bristol County Fund** **\$131,957**

<b>Congregation</b>	<b>City</b>	<b>Program</b>	<b>Grant Amount</b>
St. Peter's	South Dartmouth	Christmas party for homeless in motels	3,000
St. Peter's	South Dartmouth	Healing Liturgy	1,000
St. Peter's	South Dartmouth	Labyrinth	5,500
Good Shepherd	Fairhaven	Book Café tech update	5,000
Good Shepherd	Fairhaven	Spirit of Grace	4,000
Holy Spirit	Fall River	South Coast Mission Hub: Grass Roots Initiatives	6,800
Holy Spirit	Fall River	South Coast Mission Hub: Life Together	6,600
Holy Spirit	Fall River	South Coast Mission Hub: Project Discovery	6,600
Holy Spirit	Fall River	Senior Fellowship	8,000
Holy Spirit	Fall River	Bayside Fellowship (homeless ministry)	5,200
Holy Spirit	Fall River	Family Fun Day	3,200
Holy Spirit	Fall River	Partnership Dinner	1,500
St. Luke's	Fall River	Urban Youth Education/Empowerment Program	10,000
St. Andrew's	New Bedford	Bright and Happy Days	15,192
St. Martin's	New Bedford	Breakfast with Santa	3,000
St. Martin's	New Bedford	Senior Lunch Program	3,000
Grace	North Attleborough	E Cubed Academy	10,000
Church of Our Saviour	Somerset	Food Pantry turkeys	4,600
Church of Our Saviour	Somerset	Family Fun Day for homeless overflow shelter	1,000
Church of Our Saviour	Somerset	Parish Retreat	2,000
Christ Church	Swansea	Zacchaeus Project	7,400
St. Thomas'	Taunton	The Bridge	1,000
St. Thomas'	Taunton	Common Ground: A Center for Spiritual Practice	4,000
			<b>117,592</b>

**Creation Care Initiative: Simple Acts of Stewardship Grants**

<b>Congregation</b>	<b>City</b>	<b>Program</b>	<b>Grant Amount</b>
St. Mary's	Dorchester	Barnraising	600
Good Shepherd	Watertown	Vacation Garden School	500
			<b>1,100</b>

**Creation Care Initiative: Green Improvement Grants**

<b>Congregation</b>	<b>City</b>	<b>Program</b>	<b>Grant Amount</b>
All Saints' Church	Brookline	Rectory thermostats	900
Trinity Church	Marshfield	Church ceiling fans and insulation	3,000
Parish of St. Paul	Newton Highlands	Water heating system replacement	5,645
St. Peter's	Weston	Parish hall window replacement	5,000
St. Mary's	Barnstable	Mini-split heat pumps	9,000
All Saints North Shore	Danvers	Windows + water conservation + LED conversion	9,000
Ascension	Ipswich	HVAC replacement + lighting + gym roof insulation + new thermostats	5,000
St. John's	Jamaica Plain	Finish heating duct insulation	5,000
Grace	Lawrence	Lighting + heating + water efficiency	9,930
St. Anne's-in-the-Fields	Lincoln	Solar + lighting + AC + water conservation	8,000
Christ Church	Medway	Heating system replacement	9,000
Church of Our Saviour	Milton	Interior storm windows	5,000
St. Paul's	Newburyport	New heating system for St. Anna's Chapel	6,000
Grace	Newton	Rectory heating system	5,000
St. Anne's	North Billerica	Furnace replacement	9,000
Good Shepherd	Reading	Toilet replacement + LEDs + thermostats	5,000
Trinity	Rockland	Heating system renovation + link building envelope	9,000
Trinity	Stoughton	Boiler replacement	5,000
Christ Church	Swansea	Furnace replacement + zone creation	5,000
Good Shepherd	Waban	Boiler/hot water heater replacement	5,000
Good Shepherd	Watertown	Restroom upgrade	5,000
St. Mark's	Westford	Lights and National Grid projects	3,400
St. John's	Westwood	East Tower windows + insulation	5,000
			<b>136,875</b>

**Hispanic Ministries Grants**

			<b>25,000</b>
			<b>Grant Amount</b>
St. Luke's/San Lucas Church	Chelsea		5,000
Grace Church	Lawrence		5,000
St. Anne's Church	Lowell		5,000
St. Peter's/San Pedro Church	Salem		5,000
			<b>20,000</b>

**African Ministries Grants**

			<b>25,000</b>
Grace Chapel	Brockton		5,000
Christ Church	Hyde Park		5,000
St. Stephen's	Lynn		5,000
Christ Church	Waltham		5,000
			<b>20,000</b>



**Mission Tithe Matching Grants**

<b>Congregation</b>	<b>City</b>	<b>Program Location</b>	<b>Grant Amount</b>
St. John's Church	Beverly Farms	Syria	10,000
Grace Church	Everett	Arizona/Mexico	10,000
St. John's Church	Gloucester	Navajoland	8,500
Christ Church	South Hamilton	South Sudan	5,000
St. Paul's Church	Bedford	Haiti	10,000
Trinity Church	Concord	Maranyundo Initiative - Rwanda Girls School	12,500
St. Elizabeth's Church	Sudbury	Appalachia, VA	10,000
St. Dunstan's Church	Dover	Haiti	10,000
St. Andrew's Church	Framingham	Appalachia, VA	3,575
Christ Church	Needham	Haiti	7,000
Parish of St. John Evangelist	Hingham	South Africa	10,000
Trinity Church	Marshfield Hills	South Africa	10,000
St. Christopher's Church	Chatham	Liberia	5,000
Trinity Church	Melrose	Tanzania	10,000
			<b>121,575</b>

**Continuing Education Grants**

<b>Congregation</b>	<b>City</b>	<b>Program</b>	<b>Grant Amount</b>
St. Peter's Church	Cambridge	Continuing Ed - Living Stones	6,990
			<b>6,990</b>

**Sabbatical Funds**

<b>Congregation</b>	<b>City</b>	<b>Grant Amount</b>
Church of the Advent	Boston	6,000
St. Stephen's Church	Cohasset	6,000
St. Paul's Church	Bedford	6,000
St. Andrew's Church	Ayer	6,000
		<b>24,000</b>

**Bishops' Funds**

<b>Clergy Children College Scholarships</b>	23 students	<b>47,000</b>
<b>Society for the Relief of Aged or Disabled Clergy</b>	Served 39 clergy	<b>120,571</b>
<b>Society for the Relief of Widows, Widowers and Orphans of Clergy</b>	Served 35 widows	<b>72,624</b>
<b>TOTAL GRANTS \$</b>		<b>902,691</b>

<b>Green Loans</b>	7 Loans	Current	<b>500,057</b>
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**Stokes Fund Loans**

<b>73 Stokes Fund Loans</b>	5 Loans	2-8 months in arrears	<b>2,040,878</b>
	5 Loans	9+ months in arrears	
	63 Loans	Current	







Episcopal Diocese of Massachusetts  
138 Tremont Street, Boston MA 02111  
617-482-5800  
[www.diomass.org](http://www.diomass.org)